

V. I. S. LIBRARY 1892

Town of
Eastham

Annual Report
2012

Our Cover

“Library in Bloom”

***Courtesy of Cheryl Bryan
Eastham Public Library***

**REPORTS
of the
TOWN OFFICERS
of the
TOWN OF EASTHAM
for the year
2012**



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TOWN OF EASTHAM

INCORPORATED IN 1651

Population 2012 Town Census 5,126

ELECTED OFFICIALS

SENATORS IN CONGRESS

John Kerry	2014
Elizabeth Warren	2018

REPRESENTATIVES IN CONGRESS – Tenth Congressional District

William Keating	2014
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STATE SENATOR – Cape and Islands District

Daniel Wolf	2014
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REPRESENTATIVES IN GENERAL COURT – Cape and Islands District

Sarah Peake	2014
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COUNTY COMMISSIONERS

William Doherty, Chair	2014
Mary Pat Flynn, Vice-Chair	2015
Sheila Lyons, Commissioner	2015

BARNSTABLE COUNTY ASSEMBLY OF DELEGATES

Teresa Martin	2014
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MODERATOR

David Schropfer	2014
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BOARD OF SELECTMEN

Linda S. Burt	2014
Aimee J. Eckman, Chair	2014
Martin F. McDonald	2015
Wallace F. Adams II, Clerk	2013
John F. Knight, Vice-Chair	2013

TREASURER/COLLECTOR

Joan M. Plante	2014
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TOWN CLERK

Lillian Lamperti	2014
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LIBRARY TRUSTEES

David Payor, Chair	2015
Norma P. Marcellino	2013
Mary Shaw	2014
Edmond Harnett	2014
Sharon Krause	2013

HOUSING AUTHORITY

Edward Brookshire, Governor's Appointee, Chair	2013
Bernard Kaplan	2013
Ruth Katzman	2014
James McMakin	2016
Elizabeth Simmons	2017

ELEMENTARY SCHOOL COMMITTEE

Ann Crozier	2013
Sean Fleming	2013
Laura Freeman	2014
Joanne Irish	2014
Mary Louise Sette	2015

NAUSET REGIONAL SCHOOL COMMITTEE

Sarah Blackwell	2015
Edward Brookshire	2013

APPOINTED OFFICIALS

AFFORDABLE HOUSING TRUST

William Burt	2014
James McMakin	2013
Eileen Morgan	2013
Rev. Matthew Wissell	2013
John Knight	2014

ANIMAL ADVISORY COMMITTEE

Joanne Baldauf	2015
Martin Haspel, Chair	2013
Kerry Ann Reid, Vice-Chair	2014
Roger Dumas	2015

BARNSTABLE COUNTY HOME CONSORTIUM ADVISORY COUNCIL

Bernard Kaplan	2014
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BARNSTABLE COUNTY HUMAN RIGHTS COMMISSION

Janice Kubiac	INDEF.
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BOARD OF ASSESSORS

Alfred Sette, Chair	2014
Doreen Cahill	2014
Maureen Fagan, Vice Chair	2015
Joanna Buffington, Alternate	2014

BOARD OF CEMETERY COMMISIONERS

Robert Carlson, Chair	2015
Susanne Fischer, Clerk	2013
Edmond Harnett	2014

BOARD OF HEALTH

Dr. James Z. Taylor, Chair	2015
Ellen Lariviere, Vice-Chair	2013
Martin Haspel	2013
Beverly Knox	2013
Dr. Joanna Buffington	2015

BOARD OF HIGHWAY SURVEYORS

Linda S. Burt	2014
Aimee J. Eckman, Chair	2014
Martin F. McDonald	2015
Wallace F. Adams II, Clerk	2013
John F. Knight, Vice-Chair	2013

1651 FOREST ADVISORY COMMITTEE

Steven Gulrich	2014
Steven LaBranche	2014
Jeffrey Putnam	2013

BOARD OF REGISTRARS

Veronica Brocklebank, Chair	2015
Ann Crozier	2013
Susanne Fischer	2013
Marybeth O' Shea	2013
Linda Van Nest	2014
Lillian Lamperti	Indef.
Ellen Larivere	2013

BIKEWAYS COMMITTEE

Mary Beth O'Shea	2015
Sherida Cocchiola	2013
Michael Harnett	2015
Andrea Aldana	2015
Paul Schofield	2015
Michael Fontanarosa	2015

CAPE & VINEYARD ELECTRIC UTILITY COOPERATIVE

Joseph Bayne	INDEF.
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CAPE COD COMMISSION

Joyce Brookshire	2015
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CAPE COD COMMISSION:**REGIONAL BIKEWAYS AND PEDESTRIAN COMMITTEE**

Neil Andres	INDEF.
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CAPE COD NATIONAL SEASHORE ADVISORY COMMITTEE

Edward Sabin	2013
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CAPE COD REGIONAL TECHNICAL HIGH SCHOOL

Glenn Olson	2013
Bernard Richardson	2014

CAPE COD REGIONAL TRANSPORTATION COMMISSION

Sheila Vanderhoef	INDEF.
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CAPE LIGHT COMPACT

Fred Fenlon	2014
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COMMUNITY PRESERVATION COMMITTEE

Edward Brookshire	2013
Josiah Holden Camp, Jr.	2015
Robert M. Finlay	2013
Linda Haspel	2013
Robert Mumford	2014
Judith Poulin	2015
Peter Wade	2015
Lisa Pannaccione	2013

CONSERVATION COMMISSION

Vivien Cook	2013
Linda Haspel	2013
Steven LaBranche	2014
Fred Rollinson	2014
Stephen Smith, Chair	2015
Michael Harnett	2015

COUNCIL ON AGING

Lucile Cashin	2013
Carol DiBona	2013
Thomas Hawko, Chair	2014
Dolores Higgins	2013
Margaret Lynn	2015
Theresa McAlpine	2015
Pauline McGaughey	2014
Marjorie Sturm	2014
Mary Sullivan	2015
Elizabeth Beard	2015

CULTURAL COUNCIL

James Alexander, Chair	2014
Margaret Alexander	2013
Anthony Cantore	2014
Brian LaValley	2013
Kathleen Masterson	2014
Johanna Schneider	2014
Felice Coral	2015

FINANCE COMMITTEE

Russ French, Chair	2013
William Krum, Vice-Chair	2013
Brian Eastman, Clerk	2015
Susan Beyle	2015
Judith Cannon	2014
Steven Cole	2013
John Knox	2015
Fred Guidi	2014
Teresa Martin	2014

HISTORICAL COMMISSION

J. Holden Camp, Jr., Chair	2015
Kathryn Sette	2015
Joan Sullivan	2014
Leon Verrone	2013
Frank Crozier	2014
Elizabeth Sandler	2015
Marie Forjan	2015

HUMAN SERVICES ADVISORY BOARD

R. Gordon Major, Co-Chair	2014
Mary Sedlock, Co-Chair	2014
Susan Canavari	2014
Judy Izikewicz	2015
Carl Lipton	2013
Elaine Lipton	2015
Margaret Phillips	2013

OLD TOWN CENTRE HISTORIC DISTRICT COMMISSION

Katherine Alpert, Co-Chair	2015
Jane Fischer	2015
Gail O'Keefe-Edsen	2015
Kathryn Sette, Co-Chair	2013
Leon Verrone	2014
Sherida Cocchiola, Alternate	2015
Peter McDonald, Alternate	2013

OPEN SPACE COMMITTEE

Frank Dobek, Chair	2013
Robert Cook	2015
Carl Steven Gulrich	2014
Stephen Smith	2015
Peter Wade	2015
Robert M. Jacobino	2015
Robert Gurney	2015

PLANNING BOARD

Michael Cole, Vice-Chair	2013
Don Andersen	2014
Craig Nightingale	2014
Daniel Coppelman, Chair	2015
Lisa Panaccione	2013
Mark Stahl, Alternate	2015
Leon Verrone, Alternate	2014
Robert Smith, Alternate	2014
Dwight Woodson	2015

PUBLIC ACCESS COMMITTEE

Asa Decker, Jr.	2014
Lori Hovenstine	2014
Jeanette L. Marcucci	2013
Eileen Morgan	2015
Frank DeFelice	2015

RECREATION COMMISSION

Frank Dobek	2013
Edward Jordan	2013
Robert A. LaBranche, Jr.	2015
Christine LaBranche	2014
Edmund Casserella	2014

RECYCLING COMMITTEE

Lian Smith	2013
Roslyn Diamond	2015
Andrea Aldana	2015
Fred W. Guidi	2015

SEARCH COMMITTEE

Judith Cannon	2013
Jessica Dill	2014
Robert Smith, Chair	2015
Barbara Stahl	2014
Gloria Schropfer	2013
Steven Cole	2013
Dilys Jones Smith	2015

VISITORS TOURISM & PROMOTION SERVICES BOARD

Prudence Kerry, Chair	2013
Jorie Fleming, Vice-Chair	2013
Bonnie Nuendel	2015
Alfred Sette	2014
Barbara Stahl	2014

WATER MANAGEMENT COMMITTEE

Adele Blong	2014
Marcel Boelitz	2015
Janet Sisterson	2013
Mike Guzowski	2014
Charles Harris, Chair	2015
William Nugent	2015
Edward Sedlock	2014
Karl Weiss, Vice-Chair	2013
Roger Dumas	2015

ZONING BOARD OF APPEALS

Richard Dill	2013
George Reinhart	2015
Edward Schneiderhan	2015
Robert Sheldon, Vice-Chair	2013
John Zazzaro, Clerk	2014
Joanne Verlinden, Alternate	2015

Resignations 2011

Madeleine Anderson	Council On Aging
Damion Clements	Recreation Commission
Deborah Ferry	Community Preservation Committee
Elinor Kern	Visitors Tourism & Promotion Services Board
David Kern	Public Access Committee
John Knox	Public Access Committee
Robert Rappaport	Planning Board, Alternate
Dr. Eric Stone	Search Committee
	Animal Advisory Committee

Resignations 2012

Virginia Aldrich	Council on Aging
Donald Andersen	Search Committee
Nan Balmer	Finance Committee
William Burke	Water Management Committee
Carol-Ann Dobek	Bikeways Committee
Robert M. Finlay	Zoning Board of Appeals, Alternate
Jane Fischer	Search Committee
Emilie Miller-Cordova	Search Committee
Kenneth Oliver	Long Range Planning Committee
William O'Shea	Eastham Housing Authority
Ricardo Bartolino Polio	Animal Advisory
Stephen Wasby	Bikeways Committee
Herbert Skelly	Cultural Council
	Zoning Board of Appeals
	Historical Commission

BOARD OF SELECTMEN

As is typical, the Board of Selectmen (BOS) has been quite busy over the past year.

We began the year disappointed that voting at Town Meeting failed to support an article regarding a municipal water system. The BOS will once again present an article to voters in 2013 focusing on more education. The BOS feels strongly that a water system is needed and wants to implement it before it is mandated by the state.

While the town has not reached our goal of 10% affordable housing units, we are making progress. The Affordable Housing Trust (AHT) purchased and then created two affordable units in existing homes. In addition, two brand new Habitat for Humanity homes were built in Eastham last year. The AHT and the BOS are constantly looking at properties for sale and evaluating their potential as future affordable units. We also see a growing need for affordable rental units for families and for seniors in our community.

Per the recent changes to the Town Charter, Eastham has activated the Capital Projects Committee to oversee the construction of the new Eastham Library. This committee consists of the Town Administrator, one member of the BOS and one member of the Finance Committee. Working closely with the Board of Library Trustees and the Library Director, the committee has selected a new architect and project management firm to move the project forward. The town is hopeful that the state will release more funds in the coming year so that construction can begin as early as FY 2015.

Solid waste costs are projected to increase when our SEMASS contract runs out in 2015; the BOS is looking at plans to reduce tonnage and increase recycling. We have revitalized the Recycling Committee to explore the “Pay as You Throw” (PAYT) option that has proved to be successful in many towns across the Commonwealth.

FY 2013 saw many improvements at the Nauset Regional High School. The “Green Repair Project” was completed and the school now has all new doors, windows and roofs. This project was completed over the summer and finished well under budget!

The BOS and the Administration continuously explore strategies to streamline operations while still continuing to offer the same level of services. A special thanks to Sheila Vanderhoef who works tirelessly to see that our town operates at the highest level possible for our citizens while staying within the budget. Our employees deserve recognition for providing high quality services directly to our citizens. We'd also like to thank the countless volunteers on our committees who are dedicated to giving their time and talents to our town.

Respectfully submitted,

Aimee J. Eckman, Chair

BOARD OF ASSESSORS

The Town of Eastham completed the Fiscal Year 2013 Interim Year Update as required by the State to achieve full and fair cash value assessments. The median value of a single-family home as of the January 1, 2012 assessment date was approximately \$386,450 compared to \$389,300 the previous year. Utilizing those medians and the respective fiscal year's tax rates, the tax bill for the median single-family property rose \$51.46 or 2.04%, from \$2,472.06 (\$389,300 x \$6.35 per \$1,000) to \$2,524.52 (\$386,450 x \$6.53 per \$1,000).

The Town of Eastham had 6,364 taxable real estate parcels and 2,719 taxable personal property accounts as of January 1, 2012. The total taxable valuation decreased by \$30,457,000 (1.12%) from January 1, 2011 to January 1, 2012. Offsetting a portion of the valuation decrease was a \$12,889,100 increase due to New Growth resulting from subdivisions, new construction, and new personal property accounts.

The Board of Selectmen held a public hearing on September 4, 2012 to determine the percentages of the tax levy to be borne by each class of property for FY'13. The Board voted to adopt a single tax rate for all classes of property. The FY'13 tax rate is \$6.53 per \$1,000 of valuation and was certified by the Department of Revenue on September 5, 2012. The FY'13 tax bills were mailed on September 17, 2012.

The Board of Assessors acted on 122 tax exemption applications for FY'13 in the following categories: 69 for veterans, 6 for the blind, 44 for the elderly, 1 hardship, 1 paraplegic, and 1 for surviving spouse of police officer killed in the line of duty. The total tax exempted was \$88,689.10. There were a total of 18 applications for real estate abatements for FY'13 which is less than 1% of the 6,364 taxable real estate parcels, and 16 applications for personal property abatements which is less than 1% of the 2,719 taxable personal property accounts.

The Assessing Department continued the on-going 10-year cyclical inspection of properties as required by the State Department of Revenue as well as recollected the data for all properties with active building permits or sold during the past year. The Board appreciated the cooperation of all property owners in allowing access to their properties for the purpose of maintaining accurate property information.

After many years of service to the Town of Eastham, Belinda Eyestone, Data Collector/Field Appraiser, became the Deputy Assessor for the Town of Truro. The Board congratulates Belinda on her advancement. The Assessing department handled a large volume of requests for assistance and information. The Board appreciates the professionalism and competence demonstrated by the staff, Gail McAleer, Deputy Assessor; Cindy Nicholson, Assistant to the Assessor; the newest staff member Bruce Cabral, Data Collector/Field Appraiser, and Janet Gyurits, Part-Time Assessors Clerk. They served the public by maintaining a high level of accuracy with critical data which insures a credible and fair assessment. The Board also thanks the Board of Selectmen and the taxpayers for their support and understanding of the tax assessment process.

Respectfully submitted,

Alfred J. Sette, Jr., Chairman

TAX RATE RECAPITULATION FISCAL YEAR 2013

I. TAX RATE SUMMARY

- la. Total amount to be raised (from IIE) \$23,644,677.78
 - lb. Total estimated receipts and other revenue sources (from IIIE) 6,141,069.20
 - lc. Tax levy (IA minus IB) 17,503,608.58
 - ld. Distribution of Tax Rates and levies
- Is this a recertification year? N (Enter Y or N)
 Classified () Unclassified (X) (Enter X)

(a) CLASS	(b) LEVY PERCENTAGE (from LA-5)	(c) IC above times each percent in column (b)	(d) VALUATION by CLASS (from LA-5)	(e) TAX RATES (c)/(d) x 1000	(f) LEVY by CLASS (d) x (e)/1000
Residential	95.9475%	16,794,274.84	2,571,863,541	6.53	16,794,268.92
Open Space	0.000%	0.00	0		0
Commercial	2.8165%	492,989.14	75,497,179	6.53	492,996.58
Industrial	0.2913%	50,988.01	7,808,600	6.53	50,990.16
SUBTOTAL	99.0553%	—	2,655,169,320		17,338,255.66
Personal	.9447%	165,356.59	25,322,040	6.53	165,352.92
TOTAL	100.0000%	—	2,680,491,360		17,503,608.58

Board of Assessors of Eastham 09/04/2012 (508) 240-5900

Alfred J. Sette, Jr.

Maureen Fagan

Doreen Cahill

Joanna Buffington - Alternate

Reviewed by:	Jared Curtis	FY13 Growth	\$ 81,846.00
Date:	09/05/2012	FY13 Levy Limit	17,763,063.00
Tax Rate(s)	I. 6.53	FY13 Base	23,644,677.78
	II. 6.53	FY13 Estimated	
	III.-V. 6.53	Receipts	6,141,069.20
		FY13 Overlay	159,055.58

Approved: Gerard D. Perry 09/05/2012
 Director of Accounts Date

AFFORDABLE HOUSING TRUST

The Eastham Affordable Housing Trust was established in May 2008, through a Town Meeting Vote as authorized by the Municipal Affordable Housing Trust Fund Bill, Chapter 491 of the Acts of 2004 (MGL c. 44 Sec 55C). The purpose of the Trust is to provide for the creation and preservation of affordable housing in Eastham for the benefit of low and moderate income households.

In 2012 the Trust, working through its agent Bailey Boyd Associates, Inc., continued to work on the implementation of recommendations contained in the 2010 Eastham Housing Production Plan. This work included the final conveyance of a Trust/Town owned parcel of land to Habitat for Humanity of Cape Cod for the construction of two deed restricted affordable housing units in North Eastham. These units have been completed and scheduled for occupancy in 2013.

The Trust, in response for the need of affordable rental housing, and utilizing existing programs of several local non-profits, undertook two new projects in 2012. First was the acquisition of a rental property in North Eastham, consisting of a one bedroom unit and a two bedroom unit. Renovations necessary for occupancy compliance were completed through a contract with the Community Development Partnership; and the one bedroom unit was made handicapped accessible. Tenants for both of these units have been chosen and will occupy them early in 2013. Rental oversight of the properties will be conducted by the Eastham Housing Authority.

The second project was the implementation of a three-year rental assistance/subsidy program. Twelve qualified families are presently benefiting from the program, which provides a rental subsidy to their landlords according to individual family needs. The subsidy assistance from the Eastham Affordable Housing Trust is administered by the Harwich Ecumenical Council for the Homeless, Inc., and it includes a finance mentoring component, directed by the Homeless Prevention Council of Orleans to help these families make the transition from the need for subsidy assistance to self-reliance. Both rental projects cited above have been made possible with funding provided through the Community Preservation Fund.

As we head into a new year, the Trust will once again apply for Community Preservation Funding to create more affordable housing opportunities for families, and will work on the need for assisted senior housing. Members of the Trust usually meet the first Tuesday of each month and we continue to pursue both traditional and innovative methods to provide for affordable housing in Eastham.

The Eastham Affordable Housing Trust and Bailey Boyd Associates Inc. would like to thank the Eastham Board of Selectmen, the Town Administrator, the Finance Committee, the Community Preservation Committee, the Eastham Housing Authority, the Community Development Partnership, the Harwich Ecumenical Council for the Homeless, Inc. the Homeless Prevention Council, and the residents of Eastham for their assistance and support, as we work to address Eastham's affordable housing needs.

Respectfully Submitted,

William Burt, Trustee and Chairman
John Knight, Trustee – Selectmen's Representative
Reverend Matthew Wissell, Trustee
James McMakin, Trustee
Eileen Morgan, Trustee

ANIMAL ADVISORY COMMITTEE

The Animal Advisory Committee (AAC) was established to serve as a resource for the Board of Selectmen and the Town of Eastham on matters relating to animals. The AAC is comprised of individuals with experience in dog training, animal behavior and animal welfare. The Committee works closely with the Eastham Police Department and with the Animal Control Officer (ACO) in particular.

The AAC had an organizational meeting with Chief Edward V. Kulhawik at the beginning of January. No cases were formally referred to the AAC during 2012. The ACO advised one Eastham resident to seek the advice of the AAC in dealing with dog containment/behavior issues. The AAC did not meet, but rather a member of the Committee, who has expertise with the dog breed in question, helped to resolve the problem.

Due to business travel requirements, Mr. William O'Shea resigned from the AAC. Mr. Roger Dumas was then appointed to the Committee. The officers of the Committee were reelected as follows: Dr. Martin Haspel, Chair, Ms. Kerry Reid, Vice Chair and Ms. Joanne Baldauf, Clerk.

Respectfully submitted,

Dr. Martin Haspel, Chair

BIKEWAYS REPORT

We had eleven meetings held at the town hall for 2012. We continue to emphasize safe cycling on the Cape Cod Rail Trail (CCRT) and our town roadways. We sponsored our second annual Eastham Waterways Bike Tour in May. The group started their trip at First Encounter Beach and biked five miles to Nauset Light Beach with excellent cooperation from our Police Department. We also sponsored our second annual bicycle maintenance program. This was held at the town hall and was run by Idle Times. This was provided at no cost to the committee or the town. If Idle Times is willing we would like to provide this educational service in 2013. We are hoping to run these programs on an annual basis.

We have continued to support Pan Mass Challenge which has raised millions of dollars every year. The committee distributed schedule and route information to all motel and the businesses that would be impacted by the road closures due to this event. In addition many of the committee members volunteered as route guides along the Eastham roads traveled by the cyclists.

We continue to work closely with the Police Chief to raise awareness and perhaps to find a solution to the hazards of the bike tunnel under Route 6. Since this tunnel is controlled by CCRT we can only bring it to their attention and continue to provide possible remedies to this issue which has resulted in many, very serious accidents over the years. We continue to request for the State of Massachusetts Department of Conservation and Recreation to make the tunnel safety a priority.

The committee continues to attend meetings and events sponsored by and for the regional biking group in order to stay current with biking laws and events in Massachusetts. Some issues on the table at this time include: Continuing the bike trail from its current end in Wellfleet to connect to Provincetown. In addition there have been and will continue to be efforts to make the local bussing services, cycle friendly so that these participants can bring their bicycles to various destinations on the Cape.

At this time we have been consulted in an ongoing program conducted by the state and influenced by the town to improve and add the necessary signs with the intent to make people aware of where access points are to the bike trail to aid the traveler and hopefully increase bicycle use on the Cape.

Respectfully submitted,

Paul Schofield, Chair

BUILDING DEPARTMENT

In Calendar Year 2012, we issued 451 building permits, of which 19 were for new homes, and 202 Certificates of Occupancy were issued. Building permit fee receipts totaled \$129,272.10. I do see that the number of new homes will be less in 2013, given the amount of buildable lots.

Respectfully submitted,

Frank De Felice
Inspector of Buildings

PLUMBING AND GAS INSPECTOR

For the calendar year 2012, 286 plumbing permits and 312 gas permits were issued. 412 plumbing inspections and 483 gas inspections were conducted. Total receipts were \$ 44,913.00.

Respectfully submitted,

Scott Van Ryswood
Plumbing and Gas Inspector

REPORT OF THE WIRING INSPECTOR

During the Calendar Year 2012, the following inspections were made:

Temporary	13
Service	81
Rough	180
Final	262
Other	134
Fire	1
Advisory	64
Code	49
Total Inspections	784

Total Receipts turned in by the Wiring Inspector was \$37,500.00

Respectfully submitted,

Wallace Adams
Wiring Inspector

CAPE COD COMMISSION

The Cape Cod Commission (CCC) is the regional land use planning, economic development, and regulatory agency created in 1990 to serve the citizens and 15 towns of Barnstable County, Massachusetts. CCC'S mission is to keep this special place special, and the agency strives to achieve technical excellence, environmental protection balanced with economic progress, and regional consensus. Within that framework and under the leadership of Executive Director Paul Niedzwiecki, the CCC established three regional priorities for Fiscal Year 2012:

1. Wastewater Management – Related to this priority, the CCC's members and staff this year pursued wastewater management planning for ecological *and* economic sustainability; considered “green” wastewater management alternatives; worked toward creation of a regional wastewater management plan; analyzed region-wide cost estimates for wastewater treatment; developed the *Watershed MVP application*, which allows users to analyze land use, water use, and wastewater management options and compare their costs for any selected area of Cape Cod; and pursued extensive public/community outreach.
2. Wind Energy Planning – Related to this priority, the CCC's members and staff this year pursued ocean management planning and regulation of renewable energy facilities, sand and gravel mining, and cable and pipeline installations; completed planning work for the Cape Cod Ocean Management Planning District of Critical Planning Concern (DCPC); developed the Cape Cod Ocean Management Plan (OMP); amended the Cape Cod Regional Policy Plan (RPP); and created a technical bulletin to guide visual impact assessments for offshore development.
3. Economic Development – Related to this priority, the CCC's members and staff this year pursued enhanced partnerships for a “smarter” Cape Cod; identified priority projects for the Comprehensive Economic Development Strategy (CEDS); enhanced data sets and analysis tools in the online STATScapecod.org demographic and economic data service; pursued implementation of regional economic strategies in local communities; completed the Cape Cod Business Climate Survey; and coordinated local Economic Development Industrial Corporation (EDIC) partnerships.

In addition to benefitting from the Cape-wide regional services and programs of the CCC, each of the 15 towns on Cape Cod received a variety of direct assistance tailored to that community's specific needs. The highlights of Eastham-specific activities during 2012 follow:

Planning, Community Development, and Technical Services

- The Commission's planning staff provided technical assistance to the Town of Eastham on the town's update to its Local Comprehensive Plan, for which the Commission's Planning Committee granted preliminary certification.
- The Commission's planning and transportation staff have supported the Cape Cod National Seashore's work to improve bicycle and pedestrian amenities within and near the park. The Seashore is planning to install safer crossings, including installing self-activated warning beacons, signage, and

crosswalks at five intersections of multiuse paths and local roads, providing portable variable message signs for special bicycle events, rehabilitating the Nauset Trail, connect the Province Lands Trail with downtown Provincetown, and more. The Commission's staff also encouraged the Seashore to pursue installation of a hybrid pedestrian beacon, signage, and a crosswalk at Route 6 and Governor Prenc Road in Eastham.

- The Commission's transportation staff conducted annual summer traffic counts in Eastham, including 5 ATRs (automatic traffic recorders) and 3 TMCs (turning movement counts). Counts included portions of Route 6, Brackett Road, Governor Prenc Road, Herring Brook Road, and Samoset Road.
- The Commission's water staff conducted the annual Pond and Lake Stewardship (PALS) freshwater ponds water-quality sampling snapshot for Bridge, Depot, Great, Herring, Higgins, Jemima, Little Depot, Minister, Molls, Muddy, Penny, Schoolhouse, and Widow Harding ponds.
- The Commission's GIS staff supported all of the above as necessary with mapping and data analyses.

Respectfully submitted,

Joy Brookshire, Eastham Representative

CAPE COD REGIONAL TECHNICAL HIGH SCHOOL

Cape Cod Regional Technical High School was established in 1973 as a public technical high school and provides an opportunity to acquire high quality technical, academic, and social skills preparing students for success in our changing world. For our school year 2011-2012, we had 668 students enrolled in 17 different technical programs from our sending school district that comprises 12 towns from Mashpee to Provincetown with an operating budget of \$12,781,986.

Cape Cod Tech:

- Graduated 147 seniors in June 2012.
- Prepared Students for success in college and careers by participating in school-wide literacy practices and choosing a trade-related book for summer reading.
- Has prepared students for success in college and careers by strengthening Technical Advisory Boards.
- Is a Level 1 school meeting or exceeding all targets set forth by the new accountability system of the Massachusetts Comprehensive Assessment System (MCAS).
- Is now offering an Engineering technical program building off of the success of its academic engineering curriculum. The program provides students with an engaging and thought-provoking project-based learning environment, introduces them to cutting-edge engineering and science technologies, and prepares them to take on real-world challenges by enabling them to develop critical thinking.
- Leased a Xerox Printing Press system for the Graphic Arts Program, providing cutting-edge training in the next step in the Graphic Arts industry. As the first high school in the country to have this system, Xerox will partner with the school with a prepared curriculum including running three-dimensional graphics.
- At the SkillsUSA District level competitions one of our students received a bronze medal in Baking and Pastry and another student received a gold medal in HVAC.
- At the SkillsUSA State level competitions one of our students received gold medal in Marine Service technology and will be competing at national competitions and another student received the Silver medal for Marine service technology.
- Students have remodeled bathrooms to save water and have been given recognition from the Harwich Water Company.
- Has successfully implemented and completed the first year of the extended Cosmetology Program.
- Improved awareness of Roots & Roses and the products it has to offer to the public.
- Built up the professional skills of staff to provide effective leadership, instruction, and support services that foster student success by participating in a variety of training and classes.

- Improved public and community relations by servicing community members in our shops at the school.
- Developed a strong participation in Community Service learning:
 - Cosmetology students participated in the Mannys for Nannys Program.
 - Cosmetology students put together a Wig Bank for Cancer Patients.
 - Horticulture students participated in 3 controlled burns with the Cape Cod National Seashore to remove invasive plant species.
- The Social Studies Department hosted the Cape Verdean Historical Trusts' cultural presentation on January 30, 2012 with the presentation's purpose to "educate, celebrate, and display the diversity of the Cape Verdean Heritage" and for the third consecutive year on the 12th of December 2011 the 22nd Massachusetts Infantry Regiment's "A Day In The Life of a Union Soldier" presentation that helped commemorate the 150th anniversary of the beginning of the Civil War.
- The Social Studies department started the Crusader History Club and executed a field trip to the Charleston Navy Yard & the Bunker Hill Monument.
- 6 Sophomore Culinary Students participated in the Day on the Hill Boston.
- Increased student participation at Tech Night and held a Cape Cod Tech Day at the Cape Cod Mall to support school spirit and shop pride.
- The school received a PEP Grant that will provide exercise opportunities to staff and students.
- Held a school-wide Writing/Literacy initiative during the academic year focusing on challenging open response questions that addressed the state's Core Literacy standards.
- Pocket U.S. Constitutions were issued to all of our seniors enrolled in the "Challenges In Democracy" course during September's Constitution Week.
- Introduced Pre-Calculus Classes.
- We are in the planning stages for an AP English course this fall.
- Over the last three years has submitted a statement of interest to the Massachusetts School Building Authority (MSBA) for renovation of our nearly 40 year old building. An informational campaign will begin next year to inform all member towns on the state of our facility in preparation for the day when MSBA agrees to fund a portion of these major renovations.
- Please visit our website: www.capetech.us for more information.

Respectfully submitted,

Bernard Richardson, Vice-Chair
Glen J.Olsen
Cape Cod Regional Technical High School District
School Committee Representatives, Town of Eastham

CAPE COD REGIONAL TRANSIT AUTHORITY

The Cape Cod Regional Transit Authority (CCRTA) has provided in Eastham 9,082 one-way passenger trips from July 2011 through June 2012 (FY12).

CCRTA provided 60 general public clients in Eastham with DART (Dial-a-Ride Transportation) service during FY11. These clients took a total of 2,743 one-way passenger trips during this time period. Total DART passenger trips in the fifteen towns of Cape Cod were 184,344 in FY11 compared to 179,373 in FY12.

CCRTA FY12 records for the Boston Hospital Transportation service indicated 8 Eastham residents took 48 one-way trips using this service.

A total of 6,226 one-way trips originated in Eastham for the Flex route for the period July 2011 through June 2012; total ridership for the Flex for this period was 64,989.

CCRTA supplied the Eastham Council on Aging with one Mobility Assistance Program (MAP) vehicle that provided 113 rides from July 2011 to June 2012.

Route maps, schedules, fares, Google Transit Trip Planner and the latest news about Cape Cod public transportation services are provided at www.capecodrta.org, as well as links to many other transportation resources.

Respectfully submitted,

Tom Cahir, Administrator

CAPE LIGHT COMPACT

"Cape Light Compact has worked hard at stabilizing electric rates for Cape Cod and Martha's Vineyard residents and businesses." – Fred Fenlon

Cape Light Compact is an intergovernmental organization consisting of the 21 towns and 2 counties on Cape Cod and Martha's Vineyard. The Compact's mission is to serve our 200,000 customers through the delivery of proven energy efficiency programs, effective consumer advocacy, competitive electricity supply and green power options.

POWER SUPPLY

Natural gas prices continue to be the primary driver of electricity prices in New England since natural gas generation sets the price for most hours of the year in New England. There are two primary inputs to natural gas prices: the fuel itself and the cost to deliver it into New England (or basis). Natural gas futures are traded on various financial markets, and the major price index people use is an index called Henry Hub (HH), which is a delivery point near the Gulf of Mexico.

During the first half of 2012, natural gas future prices on HH remained low and stable due to an abundant supply of the fuel, though they began increasing somewhat after hitting lows in March and April. Natural gas future prices increased modestly in the second half of 2012, but continued strong supply has helped cap prices from increasing significantly at HH. More significantly, the cost to deliver natural gas to New England has risen significantly since the beginning of the year, primarily for the winter months, when there are constraints on the amount of natural gas that can be imported into the region. This second cost component of natural gas is putting upward pressure on electricity pricing in the short term, however pricing still remains at attractive levels.

We expect pricing for the first half of 2013 to increase from their current levels in the high six-cent range to levels in the high seven-cent range.

In 2012, Cape Light Compact provided energy to residents and businesses in accordance with a competitive electricity supply contract negotiated by the Compact with ConEdison Solutions. As of December 2012, the Compact had 4,455 electric accounts in the Town of Eastham on its energy supply.

Jan – Nov 2012	# of Participants	Customer Savings	kWh Saved	Rebates/Incentives Paid to Customers
Low Income	31	\$6,554.40	32,772	\$34,487.77
Residential	275	\$131,181.80	655,909	\$267,578.04
Commercial	14	\$18,319.40	91,597	\$36,358.71
Total	320	\$156,055.60	780,278	\$338,424.52

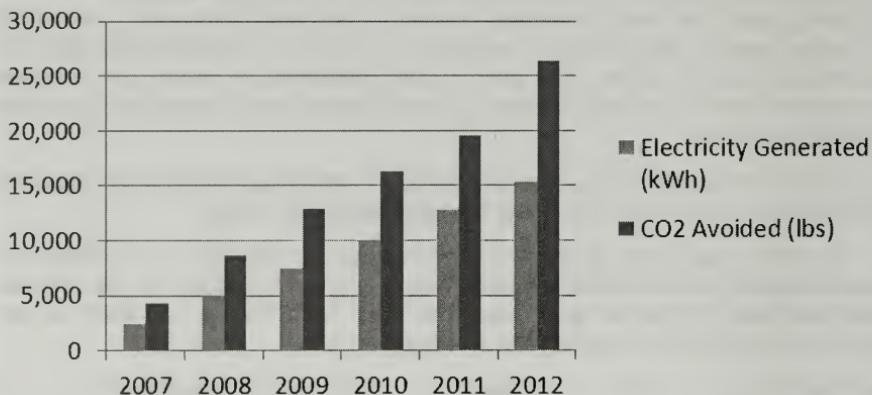
ENERGY EFFICIENCY

Funding for the energy efficiency programs (i.e. energy audits for homes and businesses, rebates on the purchase of energy efficient appliances and energy education in our schools) comes from a monthly customer "energy conservation" charge (\$0.0025 cents multiplied by the number of kilowatt hours used during the month) that appears on each customer's electric bill.

Other Cape Light Compact Efforts Include:

- 1 ENERGY STAR® qualified home was built in the Town of Eastham.
- Eastham Elementary School's Energy Investigators had a busy year with energy club advisor and teacher Maggie Brown and support from the CLC Energy Education Program. Presentations on energy sources at the Cape Cod Museum of Natural History, recycling initiatives, a family based "Energy House Efficiency Challenge" and hosting an all-school Energy Carnival were highlights for 2011-12 and culminated with an award for Elementary School of the Year for the state from the MA Department of Energy Resources and National Elementary School of the Year from the Compact's education partner, the National Energy Education Development program (NEED). Several students and teachers went to Washington D.C. at the end of June to participate in the NEED Youth Awards for Energy Achievement with help from Cape Light Compact, GenOn Canal Plant, and ConEdison Solutions.
- The graph below depicts the lifetime generation of electricity and avoided CO2 at the Eastham Elementary School since its installation in 2006, as part of the Solarize Our Schools program.

Solarize Our Schools - Eastham Elementary School



Respectfully submitted,

Fred Fenlon, Eastham Member

BOARD OF CEMETERY COMMISSIONERS

The current Eastham Board of Cemetery Commissioners was established in June of 2004. Responsibilities include Cove Burying Ground and Bridge Road Cemetery. Both of these cemeteries are in the National Register of Historic Places. Cove might have been in use as early as 1660.

There are six nineteenth and twentieth-century monuments in Cove to commemorate early settlers who died in the 1600's, including three Mayflower passengers. These are the only Mayflower passenger gravesites on Cape Cod.

Original gravestones in Cove date from 1706 to 1770. These include the oldest gravestone displaying a winged head (Marcy Freeman 1711) on Cape Cod and the oldest fieldstone gravestone (Benjamin Paine 1716) on Cape Cod. Bridge Road gravestones date from 1754 to 1886 with one twentieth-century stone. Bridge Road clearly shows the changes in gravestone styles during that period.

The Cemetery Commission continued to clean all gravestones, reset smaller stones and make minor stone repairs. Most stones require annual treatment with appropriate algaecide to retard lichen growth. All materials used are approved by the Association for Gravestone Studies and are used by professional conservators.

Flowers were planted at Cove. Invasive plants on the borders of both cemeteries were kept under control. The Department of Public Works maintained the cemeteries in very good condition with regular mowing and trimming and special preparations prior to tours. The DPW cleared trees and brush from one half acre at the west border of Bridge Road Cemetery improving the appearance of the cemetery.

Visitors to Cove and Bridge Road continue to number more than 1,000 annually. In July three buses arrived with 144 members of the Doane Family Association. They were divided into groups and several tours were given of both cemeteries. The visitors were very impressed with the condition of our stones and there was much discussion of cleaning and maintenance of stones. Cemetery tours were conducted for the Eastham Historical Society and Orleans Lifetime Learning. Commercial tour buses now stop frequently at Cove.

The Eastham Historical Society has available for sale surveys and maps for both Cove and Bridge Road. The Cemetery Commission has further documented all gravestones in these cemeteries. This information is available in the Eastham Library and on the web site www.capecodgravestones.com.

Respectfully submitted,

Edmond Harnett, Chair
Susanne Fischer
Robert Carlson

COMMUNITY PRESERVATION COMMITTEE

The Community Preservation Committee (CPC) was established by vote of the December 2004 Special Town Meeting to adopt the provisions of the Massachusetts Community Preservation Act (CPA), MGL Chapter 44B. The CPA is funded by a 3% property tax surcharge and a state reimbursement from Registry of Deeds revenue. Funds are used to support open space, historic preservation, affordable housing and recreational projects in the town of Eastham.

Funds not expended in a given year are available for future projects. For the fiscal year ending June 30, 2012, CPA tax revenues were \$506,127 and the state reimbursement was \$172,184. As of December 31, 2012, the encumbered balance for projects approved by Town Meeting was \$654,831 and there was \$2,642,232 available for additional projects.

Projects that were funded in 2012 included:

- Renovations to the Swift-Daley House Museum, including structural repairs, window replacement and electrical upgrades (\$202,000)
- Treatment of Herring Pond to improve water quality (\$140,000)
- Preservation of historical town records (\$53,754)
- Parking for the Sandy Meadow open space trails (\$5,100)
- Analysis of open space parcels to document their ownership and use (\$20,000)
- Rental assistance for ten Eastham families for three years (\$175,000)

The CPA Committee is currently evaluating several projects in the four areas eligible for funding and will make recommendations to Town Meeting in May 2013.

We wish to thank Tom Johnson and Lucy Cookson for their years of service to the CPC and we welcome our new members, Jay Camp and Lisa Panaccione.

Respectfully submitted,

Bob Mumford, Chair

CONSERVATION COMMISSION

This year was generally uneventful. Meetings lasted between 1 and 5 hours with 5 to 7 notices on each agenda. We denied no one outright and came to many pleasant compromises. Amy Usowski left for greener pastures leaving an unfilled position in Conservation for about six months. During this time the Chairman had to step-up and work above his pay grade to keep things running. With the introduction of Jeff Thibodeau, the new Conservation/ Town Planner work reverted back to normal. Jeff has made the commission's work more directed and somewhat easier. His site summaries allow a more focused look at the projects. Holding this all together is the ever smiling Shana Brogan, Natural Resources secretary. She has an amazing work ethic friendly demeanor. The Commission is presently working on several regulations and community education for the environment all with the aim to preserve and improve Eastham.

The current Conservation Commissioners would like to offer special thanks and bid farewell to Sandra Larsen who held a seat as Commissioner for a term. She was very active and worked diligently on all project proposals presented to the commission and will be missed. Also in 2012, the Commission welcomed newly appointed Commissioner Michael Harnett.

Respectfully submitted,

Stephen Smith, Chairman, Conservation Commission

COUNCIL ON AGING (AKA) SENIOR CENTER

The Senior Center offers many programs and classes that make it a very busy place. Classes are offered in crafts, needlepoint, aerobics, chair exercise, Parkinson's exercise, bridge, Humanities (book discussion group) and Mah Jongg. Congregate luncheons, available to all who make a reservation, are held on Monday and Wednesday at noon. The first and third Friday morning programs offer a variety of topics: music, drama, films, speakers, and intergenerational activities. The Computer Center is open to anyone who would like to use the computers or connect to the Internet. Instructional classes are available when a group is interested.

Our dedicated drivers, Thomas Hawko George Civita, Janet Oviatt, and Paul Langlois, provide transportation to medical appointments. There is also a shopping van to Orleans on Tuesday mornings for clients who need transportation. Robert Gardner, a volunteer, drives this van. The drivers' salaries are paid through a combination of Formula Grant money from the Commonwealth of MA and the "Friends" (FECOA).

Sandra Szedlak, Director, and Dorothy Burritt, Secretary, coordinate all the activities at the Center. Our staff members are also available to provide medical insurance counseling, as well as assistance with filing tax abatements, fuel assistance, and other applications for entitlement programs. They are also advocates for you - please seek their advice when you have something that you do not understand. Tess McAlpine represents the SHINE program at the Center. Cindy Dunham, Outreach Liaison, works closely with those seniors who are homebound and those who are in need of home care services. Through her efforts the following have been established: a Caregivers support group, a REACH program of volunteers who provide assistance to others on short notice, a yearly Health Fair and other health related programming, as well as Free Friday Flicks.

The Gathering Place (508) 255-6734, a Supportive Day program, operates five days a week in the lower level of the Senior Center. Jillian Benelli, Director, and staff members, Martha Downs, Maura Burns, and Richard Ramon provide instructional activities and one-on-one attention to their clients. Transportation to the program is provided by the Cape Cod Regional Transit Authority (DART) or by individual caregivers. There is a daily fee for this program.

The Neighborhood Watch program (Triad), sponsored by the Council on Aging, the Police Department, and the Fire Department, has recruited nearly 100 block captains. Dot Reid, Larry and Carol DiBona have an office location at the Senior Center – their long-term goal is to have the entire community covered by this program. Informational meetings are held quarterly (March, June, September, December) on the first Tuesday of the month at the Eastham Town Hall. All are welcome.

The travel program of the FECOA (The Friends of the Eastham Council on Aging, Inc.) continues to be of interest to the community. This is due to the on-going efforts of Russ Moehlich and Jeannette Marcucci. Day trips, trips within the United States, and trips internationally are scheduled throughout the year. The FECOA provides additional financial assistance to the Senior Center and its programs whenever the Board of Directors of the COA makes a request. The Thrift Shop at Oak and

Massasoit Roads is their major source of revenue. The Senior Center is a better place because of the "Friends" generosity.

Please stop in for a visit the next time you go down Nauset Road.

Respectfully submitted,

COA Board of Directors

Thomas Hawko, Chairman
Lucile Cashin
Elizabeth Beard
Marjorie Sturm
Carol DiBona

Tess McAlpine
Peggy Lynn
Mary Sullivan
Dee Higgins
Pauline McGaughey

CULTURAL COUNCIL

The mission of the Eastham Cultural Council (ECC) is to promote excellence, education and diversity in the arts, humanities and interpretive sciences, in order to improve the quality of life for all Eastham residents.

The ECC serves as a community catalyst for projects and collaborations that address cultural needs. Working with Eastham municipality the council builds relationships that can be beneficial in many ways including advocating the arts and culture in the community.

Fundraising

The ECC performs annual fundraising to provide additional funds for granting or to support council programming. The ECC raises money to support large-scale community projects that are not dependent on state funds.

Arts Education

Through various programs and partners we serve thousands of children and teens in the arts, humanities and interpretive sciences throughout the town of Eastham and local communities. These programs help kids to perform better academically, develop essential workforce skills and become productive members of our community.

Eastham Municipality

The ECC is a municipal entity comprised of volunteers appointed by the towns elected officials falling under the guidelines of the Massachusetts Cultural Council.

This year the council received Grant monies from the state in the amount of \$3780.

The ECC is scheduled to receive \$3780 for the awarding of Grants in 2013 and have nominated candidates to receive Grants for that timeframe.

In addition the ECC is working on plans for the 2013 "Hands on the Arts Festival" currently scheduled for Saturday, June 15th and Sunday, June 16th, 2013. Volunteers and new members are always needed and welcomed.

Respectfully submitted,

Jim Alexander, Chairman

ELEMENTARY SCHOOL

The Eastham Elementary School is the result of Eastham's commitment to its future. The citizens of our magnificent town between the bay and the sea know that the natural beauty that surrounds them is second only to its children. Our teachers are passionate about teaching and learning. They understand that they are entrusted with the care of the minds and hearts of Eastham children. Parents are not present as partners in their children's formal education. The whole community continues to support us so that we never have to compromise the quality of our academic and/or social-emotional programs. This report is a snapshot of the outstanding work in which students and teachers are engaged.

Our current enrollment is 203 students in grades Kindergarten to five.

Kindergarten: 42 First: 26 Second: 26 Third: 37 Fourth: 41 Fifth: 31

In the spring our fifth grade science club won the NEED Award for their outstanding projects in energy conservation. NEED or National Energy Education Development awarded Eastham with the **Massachusetts Elementary School of the Year Award** and the National Elementary School of the Year Award. Mrs. Maggie Brown and her students went to the Massachusetts State House and to Washington D.C. to receive their awards.

In September we launched and celebrated the publishing of our students and teachers authored and illustrated alphabet book, Entering Eastham Shores from A to Z. Our book continues to be sold at Ace Hardware, The Eastham Superette, and Orleans Hallmark and soon at the Sheraton Four Points.

Last spring we proposed the creation of a STEM classroom. This classroom would house a science teacher who would create trans-disciplinary units of study in Science, Technology, Engineering and Mathematics. All students would come to the STEM lab for hands-on and inquiry based learning that connected to the science lessons that were presented in their regular classrooms. All classroom teachers would take their students to the STEM lab and work with the Science teacher to support student learning and to increase their professional knowledge. With the support of the school committee and the community the STEM classroom became a reality in September. The impact on student learning is to be assessed however in a recent survey of classroom teachers, the teachers shared that this work has enriched their individual classroom practice not only in Science but in effectively integrating the STEM concepts. STEM subjects address the need for students to acquire knowledge that will lead to the development of skills that will be necessary to career and job training as we move into the 21st century and are fully engaged citizens of the global community. Doing this type of learning in elementary school is vital to building the foundation for these subjects in middle school and high school. Later this year we will be introducing robotics to our fourth and fifth graders. This is an exciting Nauset Schools' initiative.

Last year EES had a Math Instructional Specialist. This math educator changed the way we taught mathematics in every grade. This change was not driven by a textbook or program but by opening teachers' and students' minds to thinking mathematically, and asking how do we get to the answer rather than what is the answer. The shift from memorizing and repeating to thinking and learning changed the professional conversation around math instruction. It effectively integrated the necessity

for learning what we must know, such as math facts, with teaching all students to increasingly engage in mathematical thinking. This specialist also facilitated focused and sustained professional development for all teachers. This year math continues to be a priority as the District's Math Committee prepares new math assessments for every grade.

English and Language Arts continues to be supported by Imagine It! a comprehensive reading program. All professional educators know that no specific, scripted program is the curriculum but rather a resource to be used in teaching the curriculum standards. Again, through the commitment of the Eastham School Committee and the Town of Eastham, teachers have access to a wealth of instructional materials and resources that extend learning tasks for students who excel while providing appropriate materials for students who are reluctant readers.

The arts continue to be the heartbeat of the school. Students participate in band and chorus. The school is a canvas for the beautiful and joyful art that is created by each student. Again this year teachers have volunteered to lead a drama club after school. Students will perform two plays before June.

Our school library is the hub in the wheel of teaching and learning. Our collection continues to grow and our librarian is, of course, a key member of our learning community. Children know the library is another safe and caring learning place in their school. In the computer lab, the librarian/technology teacher facilitates children's learning that technology can be a powerful tool in their journey to gain new skills and knowledge. This year we purchased IXL a program that children use in the lab and at home to support math learning and monitors individual progress to mastery of math skills. This year four SMARTBOARDS were purchased and 30 IPADS. SMARTBOARDS are being used in fifth grades, a fourth grade and the STEM classroom. IPADS are being used in the fourth and fifth grades and the STEM classroom. Also additional IPADS are being effectively utilized in Special Education classrooms.

Responsive Classroom is a program at EES that enhances students' social and emotional learning and it continues to be the philosophical basis for how we interact with one another and take on responsibility for our own conduct. In August, 2012, four of our teachers participated in a workshop to be trained as trainers for our faculty. Once a month these teacher leaders facilitate a Professional Learning Community on developing effective skills and strategies to construct a compassionate and effective approach to classroom and school discipline. This work builds on the earlier Responsive Classroom training that EES teachers have had.

In the spring of 2012 our Math Instruction Specialist and our current STEM teacher, attended national conferences held by their professional organizations, the National Council of Teachers of Mathematics and the National Association of Science Teachers. The professional development opportunity National Conferences affords teachers is significant. These teachers returned and not only was their passions for math and science renewed but they brought that enthusiasm and learning back to their colleagues and ultimately to all students at EES. Also during the summer of 2012 many teachers participated in a variety of quality professional development workshops and courses. Teachers also worked on curriculum committees at the district level. A new committee that EES teachers helped to create is the Interdisciplinary Committee. This group that included administrators and teachers, looked at the elementary curriculum and developed trans-disciplinary topics that aligned to the new Common Core Standards. Teachers continued to map the cur-

riculum through ATLAS. Eastham teachers are fully engaged in their own professional development and demonstrate their passion for teaching and learning through their continuous commitment to their professional growth and development. This is another vital area where our School Committee and Town show their commitment to their children by retaining and supporting exemplary professional educators.

One of the many gifts to the Eastham Elementary School is the parents. Eastham parents are extraordinarily generous with their time and support of everything we do. Parent volunteers assist in classrooms, at morning recess, at all special in-school events and anytime extra hands are needed. Open House is truly a community event when all families come to school to celebrate the start of another year. A goal of EES's Visioning Process, was to have after school enrichment program for our students. EES's after school enrichment program, KABOOM! continues to grow. The EES School Committee, voted to fund a KABOOM coordinator who is expanding and administering this very successful program.

The Eastham Elementary School is a joyful learning community. We are proud of our accomplishments and strive to continuously improve teaching and learning.

Respectfully submitted,

Scotti Finnegan
Principal

ELEMENTARY SCHOOL COMMITTEE

The collective commitment of the Eastham Elementary School as a professional learning community is to ensure that every child attains academic proficiency and full social and personal potential. This is the goal that our committee strives to enhance through sound fiscal budgeting, and the integration of our community resources, both people and places.

The last school year was one that saw the school recognized at both the state and national levels:

- The school was awarded a \$500 dollar prize for their Eastham Moves program for the MA Fitness Challenge Contest. The staff and students surprised the presenter of the award by doing a production of their song, "*Eastham Moves*"!
- Mrs. Maggie Brown's 5th grade energy club was awarded the state and national title as a School of the year by the National Energy Education Development. The students did presentations in Boston, and at the national conference in Washington, D.C.

Through combined efforts of the teaching staff and students, the literacy project for the year resulted in a book, **Entering Eastham Shores from A to Z**, being printed. Since the book launch in September, the book has been on sale at local merchants, and has been warmly received by the community and its visitors!

Kaboom, our after school program, which offers many varied topics, continues to be well attended. The groups are led by both teachers, and the talented members of our community.

Committee members participated once again in the Massachusetts Association of School Committees Annual Conference where we learned of the trends that were happening in education at both the national and state levels. The District 7 project for this year will be a program regarding how all students needs are met. Through maintaining a dialogue with our association members and our stake holders, we believe we will continue to serve the students of our Town to the best of our ability.

Respectfully submitted,

Ann Crozier, Chair
Laura Freeman
Sean Fleming
Joanne Irish
Mary Lou Sette

ENVIRONMENTAL PLANNING

The Environmental Planning Department's (EPD) work is divided into two functions: Regulatory Review and Environmental Planning/Conservation Projects and Initiatives. Reports by regulatory board Chairs, dedicated specifically to that Board's functions, are provided separately within this Annual Report.

Environmental Planning/Conservation Projects and Initiatives

During 2012, the EPD worked in cooperation with the Building Inspector, Planning Board, Zoning Board of Appeals, Conservation Commission, Old Town Center Historic District Commission, Open Space Committee, Board of Selectmen, and various other groups and individuals on reviewing project applications and contributed to the following environmental planning/conservation projects:

Cape Cod Regional Transit Authority Bike Route Signage Project - worked with the CCRTA, Cape Cod Commission, the Town Administrator's office, the Police and Fire Chiefs, the DPW Director and others to identify and map the best locations for signage that would help to direct bicyclists to existing bike trails in town. Sign installation is expected in 2013.

Municipal Property Management and Planning - conducted land management and planning on municipal properties with the primary goals of enhancing the public's safe use and enjoyment, protecting and sustaining social and environmental values and quality, and providing a variety of land use opportunities for both humans and wildlife.

District C&D Vision Study - studied the current and potential future uses of the business district of the Town of Eastham to address community needs, goals and recommended actions, as identified in the 2012 Local Comprehensive Plan, with the following specific goals:

- ✓ Improve Traffic Flow on Route 6;
- ✓ Create Public Amenities for Passive and Active Recreation With Connected Pathways Around Open Spaces;
- ✓ Improve Use of Industrial Land to Accommodate Businesses in Eastham;
- ✓ Explore Use Considerations for the Purcell Property for the Benefit of the Citizens of Eastham; and,
- ✓ Promote Water Supply and Wastewater Treatment for the Business Districts.

North Eastham Overlay Zoning District Study - explored the possible development of an Overlay District as a way to provide incentives for certain types of land use that would foster the highest and best interests of the town.

Sign Code Revisions - the Planning Board has been working diligently for approximately two years on revisions to the Sign Code and these efforts will continue in 2013.

Local Comprehensive Plan - The Long Range Planning Advisory Board worked for several years on the development of the updated Local Comprehensive Plan including an extensive public participation process. Comments are being incorporated into the Final Plan, and submitted to the town at the May 2013 Town Meeting for final approval.

Amendments to Zoning By-Law and Planning Rules and Regulations - The Planning Board worked on several proposed amendments to the *Town of Eastham Zoning By-laws* pursuant to MGL 40A §5 for the May 2013 Annual Town Meeting (ATM). Topics include outside display and an Affordable Accessory Dwelling Units bylaw

Conservation Regulations - Conservation Commission is exploring the development of regulations regarding wood materials, pesticide/herbicide use, plastic materials, and wetland buffer zone land use.

Town-Sponsored Conservation Permit Applications - As part of its effort to maintain compliance with wetland protection laws and regulations, the Departments of Natural Resources and Public Works have been working cooperatively with input from the Conservation Department to develop permit applications for presentation to the Commission for the following town-sponsored land management and maintenance activities: commercial aquaculture, natural resources protection, management and maintenance, vessel storage, and road and parking lot maintenance.

The town is obliged to conduct activities within these categories on a regular basis to maintain essential public services and safety and is also required to operate with the proper permits. Many of these activities occur within the 100' buffer zone to wetlands, and therefore are within the jurisdiction of the Conservation Commission. The Commission welcomes and supports these efforts and recognizes that Eastham's work in this regard is at the forefront of municipal wetlands permitting.

- **Pond Treatment and Monitoring** - The Conservation Agent and Commission continue to monitor two approved pond treatment projects proposed and implemented by the town in order to slow the effects of excess nutrient loading upon the ponds. The treatments consist of an alum treatment to Herring pond and the installation of a water circulating device at Schoolhouse-Ministers Pond. Herring Pond received the alum treatment in the fall of 2012 and initial treatment results were positive.
- **Conservation Land Management, Inventory, and Assessment** - The Commission is charged with the stewardship of several acres of conservation land. In 2012, the *Eastham Conservation Lands Inventory and Assessment Project*, sponsored by the Open Space Committee, was prepared by the Woods Hole Group. The plan provided a detailed inventory of all lands held for Conservation in the town and a map illustrating conservation lands owned by the town and non-profit conservation organizations.

I would like to thank the Board of Selectmen, the Town Administrator, the Assistant Town Administrator and town boards, department and staff for their consistent support and the warm welcome received since joining the Town of Eastham staff. I look forward to ongoing cooperative efforts towards the continued health and prosperity of the town and its citizens.

Respectfully submitted,

Jeff Thibodeau,
Environmental Planner/
Conservation Administrator

FINANCE COMMITTEE

The Finance Committee meets regularly throughout the year with additional meetings during the first quarter of the calendar year when the town and school budgets are being reviewed. Our meeting format allows any committee member and/or taxpayer the opportunity to question or discuss financial or budgetary issues. Prior to the printing of the Town Meeting Warrant, we review the articles for financial impact and make recommendations on all warrant articles for voter consideration.

Individual members of the Finance Committee may act as liaisons to various departments and committees to keep abreast of ongoing projects and their possible financial impacts to the town.

Respectfully submitted,

Russ French, Chair

FIRE DEPARTMENT

The Eastham Fire Department has completed another year responding to the Fire and Emergency Medical Services needs of community, as well as code enforcement, and community education programs.

Maintaining services and meeting expectations of the community in the current economic conditions has been a significant challenge that we are all doing our best to work through. I am very proud of the men and women of this department, and their willingness to be active participants in this mission.

The Fire Department continues to pursue "Regional Initiatives" that can support core functions of the department and minimize cost to the town and the community we proudly serve.

We continue to work to maintain and improve the Regional Sheltering program with equipment purchases through grant initiatives that will allow for improved service delivery to people in need of sheltering. Partnering with other Cape Communities has proven invaluable, providing sheltering needs during storm events. Deputy Chief Mark Foley has worked diligently to organize and improve service delivery as our representing agent to the Regional Emergency Planning Committee.

The concept of a centralized Public Safety dispatch system continues to move forward. Town Administration, Fire & Police Chiefs throughout the Cape have worked tirelessly to develop and submit to the State 911 Commission a grant application that will identify costs associated with creating a regional center. If the grant is approved next steps would include identifying a site for the center and beginning the design process. I'm hoping that next year's report will continue to show advancement in the centralized dispatch process.

We have been developing and costing out the replacement of Engine 155, a 1992 "E One" pumper. The replacement Pumper will be similar in design to Engine 156 which was replaced approximately 6 years ago. The new Pumper will be equipped with up to date firefighting equipment, and a "Compressed Air Foam System" which enables us to maximize water usage for firefighting purposes.

The Fire Department continues to support & coordinate community programs for all ages that help assist those in need. Programs such as TRIAD, SAFE, Lock Box Program, Heart Safe Community, Safe Senior, AED initiative and the High School intern program have all proven to be rewarding programs in our community.

None of these programs would be possible without the willingness and dedication of our town volunteers, and the men & women of public safety.

I would also like to acknowledge and thank the Eastham Fireman's Association, and Eastham Permanent Firefighters Association for their contributions and support of several different community efforts throughout the year.

The department continually strives to meet the present & future needs of the community, and deliver the most up to date rescue, fire, public education, and code management as possible

Your input and suggestions are always welcome.

Respectfully submitted,

Glenn J. Olson,
Chief of the Fire Department

**Town of Eastham Fire Department 2012
Statistical Incident Summary:**

Fire Incidents:

• Fire, other	0
• Building fire	3
• Fire in structure other than building	0
• Chimney or flue fire	3
• Cooking fire confined to container	1
• Fuel burner / boiler malfunction fire	0
• Passenger vehicle fire	2
• Road freight, or transport vehicle fire	0
• Natural vegetation fire, other	2
• Brush, brush and or grass fire	1
• Grass fire	2
• Outside rubbish fire	1
• Outside rubbish, trash or waste fire	2
• Outside equipment	2
• Special outside fire	1
• Excessive heat scorch burns no ignition	1
• Over pressure No Fire	1

Total: 42

Rescue & Emergency Medical Services Incidents:

• EMS call, excluding vehicle accident	1158
• Motor vehicle accidents with injuries	37
• Motor vehicle accident without injuries	24
• Pedestrian accidents	5
• Search for person on land	1
• Search for person in water	1
• Water & Ice related rescue	1
• Swimming and waterways related issue	2
• Watercraft rescue	3
• Rescue EMS Standby	2

Total: 1234

Hazardous condition (no fire)

• Hazardous condition other	3
• Combustible/flammable gas/liquid condition	3
• Gasoline or other flammable liquid spill	3
• Gas leak (natural or LPG)	5
• Oil or other combustible liquid spill	1
• Carbon monoxide incident	4
• Electrical wiring/equipment problem	9
• Heat from short circuit	2
• Power line down	9
• Arcing shorted electrical equipment	10
• Vehicle accident general cleanup	1

Total: 50

Service call:

- Service call, other 19
- Person in distress, other 1
- Lockout 2
- Water problem, other 1
- Water or steam leak 3
- Smoke or odor removal 13
- Animal problem, other 1
- Public service assistance 13
- Assist invalid 7
- Unauthorized burning 10
- Cover assignment, standby, move up 4

Good intent:

- Good intent call, other 30
- Dispatched, cancelled en route 20
- No incident found on arrival 1
- Authorized controlled burning 1
- Prescribed fire 1
- Steam, other gas mistaken for smoke 1
- Steam, vapor, fog or dust thought to be 1
- Hazmat release investigation with no hazmat 1

Total:

132

False alarm & false call

- False alarm or false call other 15
- Municipal alarm, malicious false alarm 1
- System malfunction 7
- Smoke detector activation / malfunction 44
- Heat detector activation /malfunction 2
- Alarm system sounded due to malfunction 13
- CO detector activation malfunction 22
- Smoke scare, odor of smoke 2
- Unintentional alarm activation 17
- Smoke detector activation (no fire) 25
- Detector activation (no fire) 2
- Carbon monoxide activation (no CO) 7
- Alarm system activation (no Fire) 17

Total:

172

Severe weather & natural disaster:

- Wind, storm, tornado/hurricane assessment 1
- Lightning strike (no fire) 1

Total:

2

Special incident type:

- Citizen complaint 6

Total:

6

Total incident count:

1668

HARBORMASTER

Slips at Rock Harbor were full again in 2012. The inside waiting list moved four spots with three lucky boaters getting slips this year that have been on the waiting list for 14 years. The outside list didn't move as there are fewer spots and all previous slipholders registered for another year. The boat ramp was busy with daily boat launches even though the fishing in Cape Cod Bay was very slow for July and August as the commercial striped bass fleet focused on the area around Chatham to fill the quota.

307 moorings were issued for Cape Cod Bay, Town Cove, Nauset Marsh and Great Pond. Once again we would like to remind everyone to check their mooring tackle annually as chain, shackles and lines wear causing the boat to break free from the mooring.

Hurricane Sandy passed by the Cape in late October so many boaters had already pulled their boats for the season. We were fortunate enough to only mildly feel the effects of the storm while communities to the south of us were far less fortunate.

This was the first year of enforcement of the new "Vessel Storage Regulations." Please check out our website for a copy of the regulations as we will be strictly enforcing them. The regulations were created to help cleanup the landings throughout the Town by making boat owners remove their small skiffs for the winter months.

We wish everyone a safe boating season and remember to wear your life jacket.

Respectfully submitted,

Michael J. O'Connor
Harbormaster

BOARD OF HEALTH

The mission of the Eastham Board of Health (BOH) is to protect, promote, and sustain the Public and Environmental health of the Town of Eastham, guided by Local and State Health Regulations. It attempts to monitor and address new and changing health related issues as they occur in Eastham and to resolve them in the best interest of the public health.

In 2012 the BOH held twelve formal meetings, responding to request for variances and reviewing septic system proposals. Eastham's lots remain overwhelmingly NITROGEN sensitive, having both on site water supply wells and waste water disposal systems, with most considered to be ENVIRONMENTALLY sensitive areas as well.

New homes and renovations of existing homes continue, resulting in an ongoing threat to our water. The BOH explores new ideas and technologies to help mitigate this threat, and still protect the right of owners to benefit from their property as they wish.

Additional Public Health initiatives sponsored by the BOH this year include:

1. Rental Property health inspections, continued in Eastham;
2. Medical Waste Disposal Day, in conjunction with Orleans;
3. Three Flu Clinics, conducted with the help of the VNA
4. NRHS Flu Clinic, operated as an emergency planning drill;
5. Windmill Weekend, provided sun safety education, tick and lime disease education, blood pressure screening, and water/wastewater education;
6. Herring Pond Restoration Project, managed from evaluation to prioritization of most impaired, to completion of treatment phase of Alum treatment;
7. Water Quality Monitoring Program, continued involvement;
8. Septic System Maintenance, continued to provide information and educational material to the public on the great importance of this ongoing issue;
9. Free Family Health Clinic, BOH sponsored this event on Saturday, June 23, 2012, in conjunction with the VNA and Barnstable County Nurses; The BOH hopes this will become an annual event;
10. Bathing Beaches, charged with protection of the health, safety, and well-being of users; monitored water safety testing and other potential health hazards.

The BOH thanks Jane Crowley, Health Agent, Susan Barker, Assistant Health Agent, and Laurie Gillespie-Lee, Health Department Operations Assistant, for their hard work, dedication and professionalism in their continuing efforts to serve the Public Health of the Town of Eastham.

Respectfully submitted,

Dr. James Taylor, Chair

BOARD OF HEALTH EASTHAM HEALTH STATISTICS
(Calendar Year 2012)

License/Inspection Type	# of Permits	Total Fee
Septic Installer/Hauler	68\$	6,800.00
Refuse Hauler	8	800.00
Motel/Cottage Colony/Inn	23	4,600.00
Food Establishment	54	5,400.00
Milk & Cream	13	650.00
Manufacture Ice Cream	4	200.00
Swimming Pool/Spa	20	2,000.00
Tobacco	10	1,000.00
Perc Tests	97	9,700.00
Septic Permits	109	10,900.00
Well Permits	103	5,150.00
Variance Requests	23	1,150.00
Certificate of Compliance	59	1,475.00
Building Permit Review	43	1,075.00
Research/Photo/Review		2,445.75
Final Septic Inspections	60	n/c
Title V Septic Report Review	152	7,600.00
Motel/Cottage Colony Inspections	27	n/c
Food Establishment Inspections	132	n/c
Swimming Pool Inspections	53	n/c
Rental Inspections:	150	n/c
- 90 new rental applications forwarded by the Town Clerk		
- 76 of those were inspected — 84.40%		
Nitrate Water Quality Monitoring Program		
- FY 2012 WQMP Nitrate Samples	1066	n/c
- FY 2013 WQMP Nitrate Samples (as of 12/5/2012)	695	
Bathing Beach Samples Taken	312	n/c
Septic pumping reminders sent	3073	n/c
TOTAL FEES COLLECTED		\$ 60,945.75

Respectively submitted,

Jane Crowley, M.S., R.S.
 Eastham Health Agent

HISTORICAL COMMISSION

The Eastham Historical Commission (EHC) held thirteen meetings during 2012, including one meeting with the Eastham Old Town Centre Historical Commission (OTCHC) which was held in December.

In May the George Abbott Preservation Award was presented to Don Melnick and Mary Pearl who have sought to preserve the historic and architectural integrity of the "Old Mayo Farmhouse" on Nauset Road.. The award is offered annually to applicants who have requested a review of their property as a candidate, maintaining the guidelines of the award. The Abbott Award is generally presented in the month of May, May being Historic Preservation Month.

The EHC received a grant from the Massachusetts Historic Commission with additional matching funds being provided by the Eastham Community Preservation Committee (CPC). This grant allows the EHC to expand the town survey of historic properties. The Commission awarded the survey contract to Larson Fisher Associates, Inc. This survey is scheduled to be completed by the end of 2013.

The Commission thanks Lucy Cookson and Herbert Skelly for their years of service to the EHC. The Commission welcomes as new members Marie Forjan and Elisabeth Sandler.

Respectfully submitted,

J. Holden Camp, Jr., Chairman

HOUSING AUTHORITY

The Eastham Housing Authority owns and manages twelve duplex units and one single-family dwelling located throughout town. The Authority continues to utilize the management services of the Orleans Housing Authority under contract.

The Housing Authority had previously submitted an application to the Community Preservation Committee which was approved for \$300,000.00 to be set aside for the future acquisition of additional rental units. The housing authority is actively searching for suitable housing opportunities and is working with the Eastham Affordable Housing Trust to further that goal.

The Housing Authority continues to follow the progress of the Critical Planning Committee for the North Eastham Village Center Concept in regard to the possibility of creating senior and workforce housing.

The board would like to welcome Liz Simmons back. Liz served in the past as a commissioner and once again volunteered to rejoin the housing authority board. Liz brings many years of experience, knowledge and commitment to affordable housing and we all look forward to working with her.

Respectfully Submitted,

Edward Brookshire
Bernard Kaplan
James McMakin
Liz Simmons
Eastham Housing Authority

HUMAN SERVICES ADVISORY COMMITTEE

The Human Services Advisory Committee has been in service to the Town of Eastham for 21 years. It is comprised of 7 members: Judy Izikewicz, Margaret Phillips, Sue Canaveri, Gordon Major, Elaine Lipton, Carl Lipton and Mary Sedlock, who serves as Chair.

Our purpose is to act as an advisory board to the Town Administrator and the Board of Selectmen in dispersing funds from an account set up to assist various human service agencies that serve Eastham residents.

The method used is for agencies to submit applications, including their mission, need for assistance, explanation of other funding sources, number of people served and projections for the future. After careful consideration, site/director interviews and any other pertinent information gathering, the Committee makes recommendations which the Selectmen will take under advisement. If appropriate, our Committee is happy to meet with the Selectmen to explain our reasoning. The final determination is made at Town Meeting in May, when the citizens of Eastham vote on the proposal.

This year we considered thirteen agencies and we are confident all of them deserve our help. The Town of Eastham is fortunate to have dedicated people and programs to serve the needs of all of us: young, old, impaired or in need of social, educational, or financial assistance. It is the privilege of this Advisory Committee to be a part of this process.

Respectfully submitted,

Mary Sedlock, Chair

LIBRARY

The library serves as an active, center for the community providing materials in many formats, free internet access, as well as an active website offering online databases for news, downloadable books, music and language learning activities. In 2012 the library presented Geek the Library with citizens writing their interests on GEEK boards at local events and a series of lectures through the winter on topics from Beekeeping to Textile Dying. Local musicians performed throughout the winter on Saturdays; there was a book discussion group for adults, one for children, and a series of movie and book discussions. In the spring we welcomed new Assistant Director Karen McDonald to the library staff. A summer series on Eastham History was very popular. The summer reading program had 165 children keeping reading logs and almost daily programs. Common interest groups continue to meet at the library, including a French conversation group, knitters, and a LEGO club for kids. In November the library hosted the ninth annual Turnip Festival at the Nauset Regional High School.

The library completed a new long range plan based on community forums where people discussed their expectations and vision for the library. Our new mission statement reads:"The Eastham Library seeks to provide a comfortable place to build community, find materials to enhance leisure time, nurture the ability to find information using technology, and provide a wide variety of programs and services to ensure children will be ready to read, write, and listen to acquire useful skills. The town hired Oudens Ello Architectural Firm to continue design development of the expanded library. We are still on the Massachusetts Board of Library Commissioners waiting list for state funding for the project. The town meeting last year voted approval on the grant submission and to accept the funds of the grant award. The May, 2011 town election approved the matching funds required as part of the grant award. All libraries that have been placed on the construction programs waiting list have always been funded.

Library statistics for FY 2012:

Staff: 3 full time, 3 part time, 1 summer assistants

Hours open per week: 38

Holdings: 78,670 (books, video, audio in MP3, cassette, CD, and downloadable formats, magazines, newspapers, museum passes, and electronic databases)

Library Attendance: 69,332

Registered Borrowers: 7,262

Registered Borrowers who are Eastham residents: 2,914

Circulation: 109,404

Interlibrary loans sent out: 15,296

Interlibrary loans received: 15,296

Programs: 323

Attendance at programs: 5,464

Volunteers: 45

Volunteer Hours contributed: 7,020

Children who participated in summer reading program: 165

We thank the many people who contribute through their volunteer services. They check books in and out and return them to the shelves. They tidy the grounds.

They perform many behind-the-scenes activities making materials available and the library a pleasant place to visit. Our broad reach is dependent on the strong support the Friends of the Eastham Library have given us year after year.

Respectfully Submitted,

Cheryl Bryan, Library Director
David Payor, Chair, Board of Library Trustees

NATURAL RESOURCES DEPARTMENT

2012 was another mild winter and the department's shellfish propagation efforts started out early again this year. We purchased 25,000 juvenile oysters from Fisher's Island Oyster Farm in New York in April and grew them out during the summer. By October 90% of the oysters were over the 3 inch minimum size with many 4 to 5 inches. Once again Eastham shellfish permit holders were rewarded with many limits of oysters in November and December on Sundays at the Salt Pond. We also received 300,000 quahog seed from the Barnstable County Cooperative Extension and grew them out at the Salt Pond where they were broadcast throughout Nauset Estuary and Town Cove.

It was a busy year for marine mammal strandings across the entire Cape as IFAW tried to keep up with record numbers of dolphins stranding many of which were in Eastham.

Shellfish permit sales remained steady with 1,797 recreational permits and 111 commercial permits sold. There was an abundance of soft-shelled clams on the Eastham flats in Nauset Marsh keeping the commercial diggers busy for the entire summer. The contaminated quahog relay program seems to have caught the interest of both recreational and commercial shellfishermen. We purchased 500 bushels this year and planted in Town Cove and Salt Pond.

Herring were seen in abundance as well this year in the Cole Rd. herring run as big numbers of fish made it up to Bridge Pond and Great Pond to spawn. The Herring Pond run was not so great with only a few fish seen making the migration. Herring Pond was treated this fall so hopefully we see an increase in the numbers of herring in following years.

The department has two new faces this year, Richard Hilmer and Josh Helms were hired in May and June to fill the vacancies left by Amy Usowski and Rachel Hutchinson who left the department this winter.

Many thanks to all the people, town departments and other agencies that assisted us throughout the year.

Respectively submitted,

Michael J. O'Connor
Senior Natural Resources Officer

NAUSET REGIONAL SCHOOL COMMITTEE

WE'RE DOING WELL

Serving students in grades six through twelve from the towns of Brewster, Eastham, Orleans and Wellfleet, the Nauset Regional School District (NRSD) has developed a well-earned reputation for excellence. Students from Truro and Provincetown continue to attend both the Middle School and High School. By every available measurement both the Middle School located Orleans and the High School in Eastham, perform among the best in the Commonwealth, and MA is always ranked as one of the best in the country in regards to education.

With a wide range of curricular offerings along with high quality programs in sports and the arts, our schools have attracted large numbers of School Choice students from other districts, ranked among the top in state test scores, employed the very best teaching talent available, and prepared a large percentage of our graduates for college success.

WHY WE'RE DOING WELL

Good schools happen when they are supported by the people of their community. NRSD has consistently received that support. The voters of our communities want a strong educational program for our children and youth. Through the successful override vote in 2011, the voters confirmed this commitment to education.

During this past year the Region completed the upgrades to the roofs and doors at the high school. The project was very successful, coming in under budget by about 1.5 million dollars. The State had made available competitive "green" funds for energy efficient roofs, boilers and windows. Since Nauset Regional High School has had little upgrading since its construction in 1971, the School Committee had made application for some of those monies in 2011.

WE CONTINUE TO WORK TO IMPROVE

Joining with the four elementary school committees, we have adopted a new Strategic Plan for the years 2012 through 2017. Long-range planning is a multi-year process, and citizens will be asked to participate as we continue to refine our Mission, Core Values and Goals.

The updated Strategic Plan includes themes of student learning, school culture and climate, communications and community partnerships, leadership and organizational management, and education funding and sustainability. The committee will continue to seek community input as they relate to these themes.

In 2011, the Sustainability Committee was created by invitations to the four Boards of Selectmen and four Finance Committees to send representatives to participate along with School Committee members and Administrators. The Committee continues to meet and represents the leadership of the towns, and members who are determined to seek out solutions to this complicated issue. Once again we are fortunate to live and work in communities that value public education

Respectfully submitted,

John M. O'Reilly, Chair

OLD TOWN CENTRE HISTORIC DISTRICT COMMISSION

The Old Town Centre Historical District Commission was formed under the provisions of Chapter 40C, Massachusetts General Laws, as amended by Chapter 168, Acts of 1975 by-law and was adopted at the Eastham Town Meeting in 1986.

In 2012, the Commission heard the following applications for a Certification of Appropriateness:

OTC - 2012-01 Eastham Historical Society, Owner, Judy Poulin, Curator, Chris Thompson, Contractor - Seeking Certificate of Appropriateness to construct a basement entrance on the north side of the Eastham Historical Society Schoolhouse Museum addition. The entry will have a poured concrete foundation and a painted steel bulkhead door. This entry is on the 2007 addition, and does not impact the 1869 Schoolhouse. Property is located at 25 Schoolhouse Road, Map 12, Parcel 64.

Certificate of Appropriateness **approved**.

OTC - 2012-02 Edward Johns, owner, of Marblehead MA (Rep. Brian Seppala) seeks to remove existing structure and build new accessory building on property located at 20 Salt Pond Road, Map 12, Parcel 48.

Certificate of Appropriateness **approved**.

OTCHDC - 2012 -03 - Lawrence Shapiro, of Eastham, MA is seeking a Certificate of Appropriateness for a commercial double sided, free standing sign totaling 24.5 feet per side on property located at 3085 State Highway, Map 12, Parcel 54.

Certificate of Appropriateness **approved** for a 12.5 feet per side.

Respectfully submitted,

Jane Fischer, Chairman

OPEN SPACE COMMITTEE

The Open Space Committee continued working on implementation of our Conservation Land Analysis Project. We reviewed several bids and accepted Woods Hole Group to complete our project. The final report will be very useful in identifying details about conservation properties in Eastham.

The Committee continued to review the newly designated Open Space at Sandy Meadows. A Land Management Plan was developed to outline trails and improve accessibility, while protecting the natural habitat. Application to CPA will assist with funding needed to implement these improvements.

This year the Open Space committee initiated walks through our properties to introduce residents and visitors to our several Open Spaces. Our thanks to Bob Cook for leading three walks. The walks at Wiley, Sandy Meadows and South Eastham /Upper Boat Meadow were well received.

We sadly said farewell to Rachel Hutchinson from Natural Resources. She was instrumental in assisting us with our work for many years. We welcomed new members Bob Gurney and Bob Jacovino to our Committee. This finally gave us a full Committee. Jeff Thibodeau joined us as representative for the Town of Eastham. We are thankful for the assistance from the Natural Resources Officers in maintaining our open space areas in order to comply with the Open Space and Management Lands Plan.

Lastly, we thank the many volunteers and walkers who help to keep our open space areas safe, attractive and pleasant places to enjoy.

Respectfully submitted,

Frank Dobek, Chair

PLANNING BOARD

2012 was a very active year for the Planning Board. In June, Daniel Coppelman was elected chairman, Michael Cole was elected Vice-Chair, and Craig Nightengale was elected Clerk. In June, Tom Johnson resigned his member position. Tom was a constant source of valuable information and the board thanks him for his service and wishes him the best in his future endeavors.

The part time Planner position filled by Patrice Carson was eliminated and a full time Environmental Planner position was created. The Board would like to thank Patrice for all her hard work that she performed in filling the interim position. Jeff Thibodeau was hired as the Eastham Environmental Planner. Jeff has provided support and expertise to the Board which has allowed the Planning Board to study various aspects of the Town Code that could benefit from text amendments. To this end, there are numerous amendments and an article that the Eastham Residents will be able to vote on at the May Annual Town Meeting.

The Planning Board acted on a total of 20 applications during the past year, this is 7 more than 2011.

12 Residential Site Plan Approvals

4 Special Permits

2 Approval Not Required Plans

1 Subdivision Plan

1 Withdrawn

Of the 20 above, 18 were approved, 1 withdrawn, and 1 was denied.

In addition to the regular monthly meetings, the Board scheduled approximately 20 work sessions to provide sufficient time to work on the code revisions.

The Board remains committed to providing the Town with quality and responsible service by members who are dedicated to the needs and goals of the Town.

Respectfully submitted,

Daniel P. Coppelman, P.E., Chair

POLICE DEPARTMENT

This year the department bid farewell to Dispatcher Rhea Cicale who retired after a wonderful 12 year career with the department. We also saw three new officers begin their patrol duties for the Eastham Police Department. In April of this year, Officer Ryan Daigle and Officer Marco DiCarlo graduated from the 22 week Plymouth Academy. Officer Lucier also joined the ranks in April after having graduated from the Boylston Police Academy prior to his application to Eastham. All three officers have completed Field Training and are operating fully within our patrol compliment.

In October of this year we began an eleven week Citizen Police Academy which was attended by fifteen residents of our community. The emphasis of the academy was to enlighten the attendees as to the many nuances of Policing in a general sense, but also pointing out the specific work done here in Eastham to provide a community based approach to services. The class will graduate the third week of January. The department continues its mission to emphasize the delivery of excellent customer service to its residents and to that end offers accident reports on-line through the town web site. This service proves to be especially helpful for our many tourists who are often not available to personally appear for report pick-up at the department.

Traffic and traffic related issues continued to be a primary mission for the department. Once again in 2012, the Eastham Police Department was awarded our 12th American Automobile Association Award signifying no pedestrian fatalities for the 12th year. We continue to pursue traffic safety grants awarded through the State of Massachusetts Office of Highway Safety. These grants are awarded to pursue drunken driving enforcement, seatbelt use, as well as all other general traffic violations. Officer Mungovan was recognized by MADD for the second straight year for her outstanding work related to enforcement and education of Drunk Driving Laws and education during this past year. Grants were also received for improvement of our 911 Communications Center. Through these 911 training and Incentive grants the Dispatch Center continues to see improvements and upgrades as well as enhanced training for our 911 Dispatchers.

The Eastham Police continue to be active in community outreach programs such as the Neighborhood Watch Program which is a part of "Triad", a coalition of our Eastham Council on aging and Eastham Public Safety (Police & Fire / Rescue). Co-Directors Larry Dibona and Dot Reid along with many volunteers do a wonderful job with this program. To date the community is divided into eight regions with 93 Block Captains. The Block Captains represent over 2,150 residences in town. Volunteers continue to monitor residences and businesses whose street numbers are not up to standard pursuant to our town by-law which mandates they meet a 4" minimum size standard. Please check your numbers to assure they are up to standard. We can only help you if we are able to find your residence; please help Us help you. Neighborhood Watch conducts weekly meetings on Mondays from 9:00 AM To 12:00 PM at the Eastham Senior Center.

Our Animal Control Officer Diana Back is available to address any Animal Control issue including dog violations relating to leash violations, licensing violations and any other dog or animal issues of a nuisance or a vicious nature. Officer Back works with the Animal Advisory Committee to address issues before they become

more serious issues for the community. If residents would like additional information about Animal Control issues, they can contact Officer Back at 508-255-0551.

Since September of 2011, Officer Back was also assigned as the School Resource Officer for the Nauset Regional High School with her position funded through the Nauset School District. Officer Back works with school officials to deal with police related issues in the schools, provides education on laws, drug awareness and the dangers of alcohol abuse. She also creates a positive relationship with the young people of the region by forging day to day personal relationships between the Police and the youth by promoting a better understanding of the Police role in the community. In addition, Officer Back assists with general school safety issues and assists with the organization of the Emergency Lockdown Drills as well as participate with the School administration in general Emergency Planning and multi-disciplinary Table top exercises.

Significant strides were made this year in the detection and enforcement of drug sales on the Cape as the Lower Cape Communities have collaborated to approach this serious problem with a task force multi-department approach. As a result, significant arrests were made resulting in the seizure of a high quantity of illicit drugs.

Other Community programs include our daily reassurance program to those Eastham Seniors who want daily communication with our department to assure their well being. We also provide Child Safety Seat Installation assistance for proper installation of Child Safety Seats in all vehicles. Officer Kate Mungovan is specially trained in these installations and will assist any resident with the proper installation of these life saving child seats. She can be reached at our regular number for an appointment. The department also offers the checking of vacant houses with the program “Operation Housecheck”. Any resident who is interested in having their vacant home checked by the Police Department may sign up for this service on our website or by calling us at our regular number. This service is typically utilized during the winter off-season when many homes are vacant.

Other services and programs can be acquired through our website @ eastham-ma.gov and click on Emergency Services.

I look forward to continuing our committed service to the Town of Eastham in 2013 “In Partnership with Our Community”.

Respectfully Submitted,

Edward V. Kulhawik
Chief of Police

TOWN REPORT 2012 FOR POLICE DEPARTMENT COMPLAINTS RECEIVED AND/OR INVESTIGATIONS AND SERVICES PROVIDED

Assault	1
Arson	0
Assault/Deadly Weapon	1
Assault/Battery	7
Attempted Burglary	8
Burglary/Force/Non-Force	24
Burglar Alarms	227
Larceny/Forgery/Fraud	113
Larceny/Motor Vehicle	2
Unauthorized Use/MV	0
Identity Theft	6
Counterfeiting/Forgery	1
Vandalism	28
Weapons Violation	1
Sex Offense	5
Narcotics Violation	30
Narcotics Investigation	12
Protective Custody	14
Harassment	23
Trespassing	10
Missing Person	16
Lost/Found Property	146
Town Bylaw Violation	104
Dead Body/Death	7
Suicide	1
Illegal Trash Disposal	8
Warrant	13
Suspicious Incident	229
Civil Dispute	85
Domestic	56
209A Violation	9
209 A Service	45
Abandoned Motor Vehicle	4
Miscellaneous Traffic	119
Hazard	39
Minor Accident	77
Animal Complaint/Investigation	379
Summons Served	61
House Check	582
Business Check	7209
Directed Deterrents	5567
Lock Out	36
Escort	12
Fingerprint Person	27
Noise Complaint	133
Assist Resident	209
Assist to Police Dept	258
Assist Motorist	29

Transportation	74
Message Delivery	103
Assist to Motorist	22
Disabled Motor Vehicle	133
Reassurance Check	199
Well Being Check	101
Hunter Complaint	4
Miscellaneous	199
School Incident	60
School Services	81
Assist Fire Dept. / Rescue	844

MAJOR VEHICLE INCIDENTS

Motor Vehicle Stops	3225
Major Motor Vehicle Crashes Major	149
Motor Vehicle Initiated Arrests	30
OUI	22
MV Complaints	40
Truck Enforcemen	6
911 Call Volume	2137

TRAFFIC ENFORCEMENT

Motor Vehicle Warnings	1793
Civil Infractions/Complaints	346

REPORT COPIES/FIREARMS PERMITS

Copies of Reports	284
FID Cards	13
Pistol Permits	128
Machine Gun Permits	1
Dealer Permits	3

PUBLIC ACCESS COMMITTEE

Under the leadership of Chairperson Lori Hovenstine, the Public Access Committee of Eastham (P.A.C.E.) continued to make progress in 2012, monitoring access for the disabled in the following areas: handicapped parking spaces, beach wheelchair availability, orientation of beach attendants and checking on town beaches throughout the summer.

In order to make the public aware of the businesses in Eastham that are in compliance with laws protecting the disabled, P.A.C.E. issued its annual brochure than can be obtained at a number of sites throughout the town. Information was also made available Windmill Weekend at a booth staffed by members, Friends of P.A.C.E., and a representative from the Cape Organization for the Rights of the Disabled (C.O.R.D.).

P.A.C.E. works closely with Frank DeFelice, Building Inspector and A.D.A. coordinator, to disseminate information on Universal Design and to monitor compliance with the laws regarding accessibility. Chairperson Lori Hovenstine and new member Eileen Morgan became Certified Community Access State Monitors. They and the Building Inspector made on-site visits to various locales throughout the year. Mark Powers, Director of Recreation and Beaches, regularly provides information on the issues pertinent to his department.

A special commendation was issued to Nathan Garran for building the ramp for the United Methodist Church Office for his Eagle Scout project. The award was presented at Town Hall with Town Administrator Sheila Vanderhoef, Selectmen Liaison Aimee Eckman, P.A.C.E. members, parents and family members present to mark the occasion.

After several years of faithful service, Helen Derman surrendered her duties as Secretary at the end of the year and submitted her resignation to the Board of Selectmen. Her diligence made her a valuable member of P.A.C.E.

Respectfully submitted,

Lori Hovenstine, Chair

DEPARTMENT OF PUBLIC WORKS

The Department of Public Works is responsible for the maintenance of roads, grounds, beaches and the operation of the transfer station. The DPW provides assistance to Police, Fire, Natural Resources, Building, and other departments when skilled labor, trucks, and heavy equipment are needed.

Projects accomplished by the Public Works Department:

1. Roads: Various roads crack sealed, patched and prepared for resurfacing;
2. Met with developers and engineers for review and approval of various plans and construction;
3. Brushing and reshaping of shoulders on various roads;
4. Maintaining, cleaning, and replenishing sand on all beaches along Cape Cod Bay, maintaining all Town landings and replacement of pavement washed away by storms;
5. Review of Keyspan/National Grid and Verizon Street Opening Permit requests for conformance with regulation;
6. Petition hearings, revisions, and approvals of utility companies' plans and improvements;
7. Inspection of private roads which have been petitioned for acceptance by the Town as public ways;
8. Maintaining and cutting all grassy areas on Town-owned properties;
9. Snowplowing, salting, and sanding of all Town roads; (It should be noted that the Town does not hire outside contractors to plow its roads. All roads are plowed by the Department of Public Works and Natural Resources Department employees.)
10. Reviewed subdivisions and site developments for other boards and departments;
11. Reconstruction of Ellis Road using Federal Grant Funding;
12. Completion of design plans for removing Route 6 storm water from Salt Pond;
13. Completed plans for restoration of the Bridge Pond Herring run including storm water improvements on Herring Brook Road.
14. Chip sealed over 4 miles of roadways.

Current Projects Under Design/Planning/Construction:

1. Dyer Prince Marsh Restoration: Grant funding for a larger culvert was returned. At public hearings there was opposition from abutters who wanted a guarantee that restoring normal tidal flooding to the marsh would not impact the thin lens of fresh water available for water supply wells. Plans and permitting were started to replace the existing 30" pipe with the same size.
2. Planning for the dredging of Rock Harbor was started.

Respectfully submitted,

Neil Andres, Superintendent

RECREATION COMMISSION

The Mission Statement of The Town of Eastham Recreation and Beach Department is to provide and promote year-round activities that enhance the quality of life of its participants.

New Recreation Programs, Field Trips and Special Events:

- February and April Vacations 2012 were packed with bowling, movies, laser tag, lunches & ice cream, indoor wiffle ball, softball clinics and ice skating!
- Spring 2012 saw the introduction of a Fishing Program. This was a very successful and fun program. Lots of fish were caught and released at Wiley Park! Thank you to Brent Warren for leading and instructing this program!
- The 2011-2012 school year ended with an “End of School Bash” at the Town Crier. Children swam and enjoyed a scrumptious barbecue. Thank you very much to Judy Cannon for hosting and for her continued support of the Recreation Department!
- Summer 2012 was full of new programs...machine ball, chess & checkers on the beach, cheerleading and beach art! All programs were extremely popular and well-attended! Thank you to Beth Seiser for her art talents and to Karen Hepinstall for teaching Eastham girls new cheers!
- Fall 2012 saw the introduction of Bike & Hike. Fridays after school children biked to Coast Guard Beach, Marconi Beach, and Orleans Center. A hike on Coast Guard Beach led to a swim in the ocean! The program was a huge success and ended with a pizza party! Thank you to Officer Diana Back for biking and hiking with Rec!
- For Halloween, “Ghostbusters” was shown on a huge inflatable screen set-up on the Field of Dreams. A chilly, spooky, good night was had by all!
- Field trips, field trips and more field trips! Eastham Recreation hiked the Bunker Hill Monument, traveled by boat all over Boston, walked from the Bourne Bridge to the Sagamore Bridge, and spent a couple afternoons in Hyannis bowling and at the mall. A great year for field trips...and a big thank you to all the chaperones!

Continual Recreation Programs and Special Events:

Youth Basketball	Swim Lessons	Fall Soccer
Middle School Basketball	Swim Team/Meets	Field Hockey
High School Basketball	Summer Basketball	8th Annual Egg Hunt
Adult Basketball	Summer Rec Program	7th Annual Duck Race
Winter Tennis	Summer Tennis	Annual Skate Night
Baseball/Softball	Beach Volleyball	Family Bowl Night
T-Ball	Paddle Board	Off-Season Swim at Willy's
Jump Rope	Dinner at Arnolds!	Sports Clinics

Thank you to all Eastham Recreation participants and their families, the volunteer coaches and chaperones, and all Eastham Recreation friends and fans! Your continued support does not go unnoticed and you are a credit to the Eastham community!

Respectfully submitted,

Frank Dobek (Chair)
Robert LaBranche
Edward Jordan
Edmund Casarella
Christine LaBranche

SEARCH COMMITTEE

In 2012 a change in the Search Committee's Charge requires that applicants be interviewed by the Committee, Board, or Commission Chair, Selectman and Search Committee Liaisons. This procedure provided 27 applicants for appointments by the Selectmen. An additional 26 existing Committee Members whose appointments had expired were also reappointed. In 2012, Eastham had 28 Committees, Boards, and Commissions with a total of 156 members serving three year staggered terms.

In the Spring town residents were invited to an Open House at the Town Hall. Chairs of the Committees, Boards, and Commissions were available to discuss the workings of their groups; applications for membership were available. In 2013, the Search Committee will once again exhibit at the Green on Windmill Weekend. The exhibit will provide information about openings on all Committees, Boards, and Commissions. A list of openings is also in the Eastham Section of the Cape Codder.

Detailed information about all Committees, Boards, and Commissions is listed on the Eastham Town website: eastham-ma.gov. Residents can click on Quick Links for a printable application and can file their application on line. Once an application is received, a Search Committee Liaison will contact the applicant with more information.

Respectfully submitted,

Robert Smith, Chair

1651 FOREST ADVISORY COMMITTEE

In 2012 the Forest Advisory Committee, working together with the Friends of the 1651 Eastham Arboretum and the Natural Resources Department, provided oversight over the continuing Forest Project in Wiley Park, coordinated the initial removal of an area of invasive species and updated the 1651 Forest Planting Summary and Planting Map.

In the spring, the ever-ready Friends successfully planted fifteen American Holly along the north side of the Wiley Park entrance road. These plantings, along with most of the group's plantings of recent years have been doing very well. In the autumn, the Friends celebrated the 10th anniversary of the organization with the planting and dedication of a specimen American Elm near the parking area. The Committee wishes to again thank the Friends for all their efforts, which include maintenance sessions for weeding and removing aggressive plants (briars, etc.) to assist the healthy growth of the plantings, a task becoming a greater part of the developing Forest Project.

In November, the Committee organized a group of volunteers to begin the removal of a large area of invasive Bristly Locust just north of the Wiley parking area. Participants also included members of the Friends, Natural Resources and the Open Space Committee. The tenacity of this plant will likely require several years of repeated similar efforts to limit its present foothold in this section of the Park.

Natural Resources liaison Officer Mike O'Connor continued to provide helpful assistance in marking sites for the new plantings, assisting the Friends and updating GPS location information for all specimens.

The Forest Advisory Committee is continuing to update the 1651 Forest Planting Summary and Planting Map. A planting of additional spicebush and inkberry is planned for the coming year along with maintenance sessions as required.

Our Board wishes to express its sincere thanks to retiring member and President of the Friends, Loretta Neilson, for her nine years of dedicated service with the Forest Advisory Committee.

Respectfully submitted,

Steve Gulrich, Chair

SUPERINTENDENT OF SCHOOLS

First and foremost, on behalf of the students and staff at Nauset High School, let me thank you for voting to replace the 40 year old windows, doors and the failing roofs by funding the Green Repair Project. Thanks to our architect, Steve Habeeb & Associates, the project came in approximately 1.7 million dollars under budget, with only a few change orders. Capeway Roof and Modern Glass did a fantastic job in an efficient and professional manner. At this point the roof is 100% complete and the contractors are working on the punch list for the windows and doors. The solar project is being researched by our attorney so as not to mitigate the warranty on our new roof. Again, our most sincere thanks, as it has greatly improved the facility and thus student learning and achievement. A great deal of thanks is also extended to Principal Conrad for being on site as to move the project forward without any delays for school opening. The building committee (John O'Reilly, Ron Collins, Tom Conrad, Bob Lewis, Frank Cummings, and Bob Miller) are to be commended for their commitment to the project.

Eastham Elementary School students had a wonderful year! Of special note was a national award complete with a trip to Washington, D.C. given to the Grade 5 Science Club for their projects on energy production and conservation. Also of note was the creation of an alphabet book by EES students entitled, "Entering Eastham Shores from A-Z." Our new after-school enrichment program, KABOOM, has been a great hit with parents and students alike. New computers and Smart Boards were purchased for the school as we continue to lead the way in promoting student learning by using technology. It is essential that our students have technology tools and skills to succeed in the world today. In academics, EES begin implementing a new curriculum in kindergarten called Tools of the Mind. The program seeks to encourage students' curiosity while also teaching skills of self reliance. Lastly we were very excited to open a new science lab in the school so that students can engage in hands-on learning including new units on robotics and engineering!

This past year we also completed a facilities assessment of our high school, middle school and central office. The last study was done in 1996. The Nauset Regional School Committee established a subcommittee to review this report and bring forward recommendations as to how to proceed with the repairs and replacement of systems in our facilities that have reached the end of their useful life. The Middle School roof and the siding at the High School as well as the HVAC systems have been identified as priorities and we will proceed by submitting a Statement Of Interest with the State for possible financial assistance through a grant.

Nauset High School was recognized and congratulated for earning a place on the 2012 AP Honor Roll. Increasing both participation and the number of students earning a 3 or higher on their AP exams indicates the district is successfully identifying motivated, academically prepared students who are likely to benefit most from rigorous AP coursework. Nauset High School students continue to receive the highest ranking on State MCAS testing. New curriculum offerings in robotics/engineering are engaging students in the STEM program in a very positive way. Eastham Elementary 4th and 5th grade students will have a chance to participate in the robotics program in the 2012-13 school year.

Nauset Middle School is presently applying for permits to build a greenhouse learning lab on Middle School property. The greenhouse will provide multi-disciplinary learning experiences for students in classes ranging from science and technology to arts and ecology, with a focus on growing native plant species as well as producing organic vegetables for use in the school cafeteria. Community fundraising events will be taking place to raise money for the project. We continue to be grateful for the assistance community volunteers provide to make our students and our programs the best on the Cape!

During the past year a new Director of Finance and Operations, Giovanna Venditti, was hired as well as a new Food Service Director, Susan Murray, who are working together to implement changes in the food service program. Several state and federal mandates limit what is being served in our cafeterias. Changes include more vegetable and fruit offerings and less fat and salt to provide a more nutritious meal at school. As with many initiatives the school lunch program is being monitored carefully to provide a healthy meal within our budget.

I would be remiss if I did not thank the parents in our communities who support our staffs in their Professional Development which impacted the school calendar. This year we added several extra half days of school so that staffs could join together as a learning community and work effectively with the many changes happening in education at this time, most notably the new Common Core Curriculum in ELA and math for Grades Prek-12 and the new educator evaluation system.

Nauset also approved a new five year Strategic Plan in summer 2012. The effort was a collaboration between staff members, Administration, School Committees, Town Officials, and Parents designed to articulate our mission and core beliefs, identify our priority areas of focus to achieve our mission and goals, determine specific strategies to meet these goals in all our schools and to provide an increased level of accountability and opportunities for engagement of our staff and community stakeholders. Your administrative team and elected School Committee members believe that strong staff and community involvement in our schools will ensure excellence in education for our children. As I have stated in the past, your schools are so proud of the fact that we continue to offer our students opportunities to learn and grow through art, music, drama, foreign language, physical education, sports and extra-curricular activities. Nauset and EES have continued to advocate for the richest learning environment that we can afford. With your support we will continue to do so, as education is the key to a successful life and a strong community.

Please feel free to contact me at any time. I invite you to share your thoughts and ideas with me and become more involved in our schools. I remain honored and privileged to be your Superintendent of Schools and promise continued commitment to excellence at Eastham Elementary Schools and throughout the Nauset District.

Respectfully submitted,

Richard J. Hoffmann, Ed.D
Superintendent of Schools

TOWN CLERK

Presidential election years are extremely busy and 2012 was no exception. The election process began with the presidential primary on March 6. Turn-out for this election was sparse - only 20 percent of Eastham's registered voters cast their ballots. For the state primary on September 6, voter turnout was even less - only 17 percent. However, a contentious race for Democratic Councillor, First District, resulted in a district-wide recount of the results for that race. Our office was pleased that the totals from the recount were the same as the results of the September 6th election.

In the state election on November 6, 2012, however, more than eighty-eight percent of the town's voters cast ballots. And the weeks leading to the election were just as busy as election day as 666 people opted to vote absentee. Unlike states that have provisions for early voting, the absentee ballot process in Massachusetts is arduous. Hopefully state election officials will address this situation in the near future.

In addition to state and federal elections, the Town of Eastham Annual Town Meeting was held on Monday, May 7, at Nauset High School. The annual town election followed on Tuesday, May 15 with 400 voters casting their ballots.

The Town Clerk's office would like to thank all of the election staff who worked so hard to ensure the town's elections ran smoothly and efficiently. This was a taxing year for all and our election workers went above and beyond to make sure our democratic process endures.

The number of registered voters reached 4,166 in 2012; the number of town residents was 5,126. There were 28 births, including two at-home births, and 69 deaths. Thirty-three couples from many different states filed their marriage intentions in Eastham this year as the area continues to be a magnet for weddings.

The Town Clerk's office was also awarded \$53,754.00 in Community Preservation Funds at town meeting. These monies will be used to continue the vital records restoration process with the preservation of an additional 30 volumes. The monies will also be used to purchase and install a climate control unit in the vault that houses the town's vital records, including ancient records previously restored with Community Preservation funds.

COMMONWEALTH OF MASSACHUSETTS
WILLIAM FRANCIS GALVIN
SECRETARY OF THE COMMONWEALTH

Presidential Primary

SS: Barnstable County

To: Either of the Constables of the Town of Eastham

GREETING:

In the name of the Commonwealth, you are hereby required to notify and warn the inhabitants of said town who are qualified to vote in Primaries to vote at:

Eastham Town Hall Prct. 1

on **TUESDAY, THE SIXTH DAY OF MARCH, 2012**, from 7:00 A.M. To 8:00 P.M. for the following purpose:

To cast their votes in the President Primary for the candidates of political parties for the following offices:

PRESIDENTIAL PREFERENCEFOR THIS COMMONWEALTH
STATE COMMITTEE MAN.....CAPE AND ISLANDS SENATORIAL DISTRICT
STATE COMMITTEE WOMAN.....CAPE AND ISLANDS SENATORIAL DISTRICT
WARD OR TOWN COMMITTEE.....EASTHAM

Hereof fail not and make return of this warrant with your doings thereon at the time and place of said voting.

Given under our hands this 6th day of February, 2012.

Synd S. Burt
Lillian J. Lamperti
M. M. M. M.

J. F. G.
D. H. L. S.

SELECTMEN OF EASTHAM

I have posted attested copies of this warrant at the Post Office in Eastham and North Eastham at least seven days before the date of this election.

D. H. L. S.
Constable

2/15/12
Date

A True Copy Attest:

L. Lamperti
Lillian Lamperti
Town Clerk

COMMONWEALTH OF MASSACHUSETTS
Presidential Primary
Tuesday, March 6, 2012
Town of Eastham

Pursuant to the foregoing warrant, voters assembled at the Eastham Town Hall to cast their votes at the Presidential Primary and the results are as follows:

Democratic Party	245 votes cast
Republican Party	587 votes cast
Green Rainbow Party	5 votes cast

The polls opened at 7:00 a.m. and closed at 8:00 p.m. The ballot box stood at 0000 at the opening and read 837 at the close representing 20 % out of a possible 4119 voters. Voter lists were verified and results were posted.

James McMakin and John Lennox served as Warden and Deputy Warden for this election.

A True Copy Attest:



Lillian Lamperti
Town Clerk

The Commonwealth of Massachusetts
Presidential Primary
Tuesday, March 6, 2012
Town of Eastham

Presidential Preference

DEMOCRATIC PARTY

		Town Committee
		Group 1 159
		Blanks 86
Barack Obama	232	
No Preference	10	Town Committee
Write Ins	1	David W. Schropfer 189
Blanks	2	Steven J. Cole 191
Total Votes	245	Adele M. Blong 173
		Patricia T. Martin 185
		Jennifer Smith 205
		Mary Sedlock 179
		William A. Opel 185
		Joseph H. Bayne,Jr. 179
State Committee Man		Noel M. Tipton 182
Cape & Islands District		Jessica R. Dill 184
John L. Reed	207	Gwendolyn Pelletier 193
Write Ins	3	Eileen Morgan 178
Blanks	35	Oliver S. Everett 173
		Kristina Meservey 176
		Elizabeth Gawron 172
		John R. French,III 178
		Steven F. Kagle 171
		Katherine E. Alpert 183
		Brenda T. Luck 171
		Kathryn D. Sette 197
		Frederick J. Fenlon 172
		William R. Nugent 180
		Alfred J. Sette 193
		Gloria W. Schropfer 181
		Mary V. Anthony 195
		Rosalyn L. Kaplan 188
		Bernard Kaplan 189
		Nina E. Opel 191
		Vivien R. Cook 183
		Judy B. Sebastian 180
		Mary L. Petitt 192
		Patricia A. Ford 183
		Jane F. Fleming 180
		Edward F. Atwood 182
		Edmond J. Harnett 181
		Blanks 2161

Commonwealth of Massachusetts
Presidential Primary
Tuesday, March 6, 2012
Town of Eastham

Presidential Preference REPUBLICAN PARTY

Ron Paul	51
Mitt Romney	440
Rick Perry	3
Rick Santorum	47
Jon Huntsman	3
Michele Bachmann	1
Newt Gingrich	37
No Preference	5
Write Ins	0
Blanks	0
Total	587

State Committee Man
Cape & Islands District

G. Roland Gonzalez	145
Francis P. Manzelli	272
Write Ins	0
Blanks	170

State Committee Woman
Cape & Islands District

Cynthia E. Stead	141
Judith A. Crocker	357
Write Ins	1
Blanks	88

Town Committee	
Group 1	279
Blanks	308

Republican Ballot
March 6, 2012

Town Committee

William Darin Krum	356
Seth Krum	358
Earl d' Entremont, Jr.	307
Roger Todd Gelinas	304
Janet Lapenta	319
Nathan Nickerson, III	411
Roger Houle, Jr.	318
John E. Lennox	329
Frederick Rollinson	329
Paul Schofield	350
Write Ins	12
Blanks	17117

COMMONWEALTH OF MASSACHUSETTS
Presidential Primary
Tuesday, March 6, 2012
Town of Eastham

Presidential Preference GREEN RAINBOW PARTY

Kent Mesplay	0
Jill Stein	4
Harley Mikkelson	0
No Preference	1
Write Ins	0
Total votes	5

State Committee Man
Cape & Islands District
0

State Committee Woman
Cape & Islands District
0

Town Committee
0

**TOWN OF EASTHAM
ANNUAL TOWN MEETING WARRANT
AND FINANCE COMMITTEE REPORT AND
RECOMMENDATIONS**

7:00 P.M.

MAY 7, 2012

NAUSET REGIONAL HIGH SCHOOL AUDITORIUM

ANNUAL TOWN ELECTION

**MAY 15, 2012
POLLS OPEN 7:00 A.M. - 8:00 P.M.**

**EASTHAM TOWN HALL
2500 STATE HIGHWAY
EASTHAM, MA**

**FOR COPIES OF THIS WARRANT IN LARGER PRINT
OR ON TAPE, PLEASE CALL 508 240-5900.
Also available on the town website www.eastham-ma.gov**

Please bring this warrant to Town Meeting

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FINANCE COMMITTEE REPORT

The key role of the Eastham Finance Committee has been to provide fiscally responsible and thoughtful recommendations to the citizens of the town on articles presented in the town warrant for deliberation and vote at the annual town meeting. This year's warrant contains several major articles that could shape the future of this town for many years to come. The work of the Town Administrator with respect to these major articles along with the budget for 2013 is commendable.

Through information gathering, inquiry and discussion with various town officials and department heads, careful consideration of the town budgets and the school budgets, as well as in-depth debate at the Finance Committee meetings, we reach our final recommendations on the warrant articles.

We consider each warrant article carefully, seeking and receiving the input of appropriate committees, consultants, departments, and interested parties before vigorously discussing each issue and reaching our conclusions.

We encourage the public to attend our meetings, which are posted.

The most significant warrant article this year concerns the town-wide municipal water system. At the May 2009 the Annual Town Meeting, the members voted to spend \$3.15 million to determine the feasibility of town-wide Municipal Water. Since then, the Board of Selectmen, Town Administrator, Board of Health, Water Management Committee, the town's water consultants and interested citizens have conducted an in-depth analysis of the availability of sufficient high quality water for a municipal system to meet the needs of residents and visitors to the town and the detailed costs and benefits of such a system. The resulting consensus of these efforts is that municipal water will:

- Preserve and improve the public health with safe, high quality drinking water for residents and visitors.
- Provide enhanced fire safety throughout the town while significantly reducing insurance costs to homeowners.
- Preserve property values now and in the future.
- Avoid the inconvenience to citizens and income loss to businesses that results from water stoppages due to loss of power.

The majority of the Finance Committee believes that the cost of the entire system is reasonable and will only grow if we delay the inevitable, and that the proposed plan for financing and allocation of costs to citizens is reasonable and equitable.

Two petitioned articles on this year's warrant should be a major concern to Town Meeting; the "Roach property" called out in articles 33 and 34. The Town owns a very limited amount of open space that is held for general municipal use, and the Roach property is the largest parcel remaining. Articles 33 and 34 would take away the Town's ability to use this land for the benefit of its taxpayers. One such use would be to develop green energy on the site that could bring substantial revenue to help offset taxes, while benefiting the environment. Rather than eliminating forever potential uses of the land that would benefit the majority of the citizens, the Town should retain the right to determine the best use of the land. The majority of the Finance Committee believes that these articles should not be approved.

At the May 2010 Annual Town Meeting voters requested the state allow by local option the expansion of the Room Occupancy tax to include single-family home seasonal rentals. It is now estimated that such an expansion could raise an estimated \$500,000 - \$800,000. The Finance Committee continues to support this expansion and is in favor of Article 7, which again requests state approval. The expansion would provide equity with respect to motels and cottages already subject to the tax, and substantial revenues much needed by the Town.

Russ French, Chairman
Brian Eastman Clerk
Gary Krum, Vice Chair
Sue Beyle

Judith Cannon
Steve Cole
Fred Guidi
John Knox

**TOWN OF EASTHAM
ANNUAL TOWN MEETING WARRANT**

Commonwealth of Massachusetts
Barnstable, ss. ~

To: Either of the Constables of the Town of Eastham
in the County of Barnstable

In the name of the Commonwealth of Massachusetts you are hereby directed to notify and warn the inhabitants of said Town qualified to vote in Elections and Town affairs to meet at the Nauset Regional High School Auditorium, Monday, the seventh day of May, Two Thousand and Twelve, at Seven o'clock in the evening, then and there to act on the following articles in this Warrant and to meet in the Eastham Town Hall at 7:00 a.m. Tuesday, the fifteenth day of May next, then and there to elect the following Town Officers:

Selectman	(One Three-Year Term: Vote for One)
Eastham Elementary School Committee	(One Three-Year Terms: Vote for One)
Eastham Housing Authority	(One Five-Year Term: Vote for One) (One Three-Year Term: Vote for One)
Nauset Regional School Committee	(One Three-Year Term: Vote for One)
Eastham Public Library Trustee	(One Three-Year Term: Vote for One) (One Two-Year Term: Vote for One) (One One-Year Term: Vote for One)

POLL'S OPEN 7:00 A.M. AND CLOSE AT 8:00 P.M.

ARTICLE 1

To see if the Town will vote to raise and appropriate or transfer from available funds \$1,200 for Greenhead Fly Control as authorized by G.L. C.252 § 24, , and authorize the Town Treasurer to pay said appropriation into the State Treasury; or take any action relative thereto.

By Board of Selectmen

Summary:

This is a standard article to appropriate money to pay the Town's share of the Greenhead Fly Control Program.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 5-0

(majority vote required)

ARTICLE 2

To see if the Town will vote to assume liability in the manner provided by Sections 29 and 29A of Chapter 91 of the General Laws, as most recently amended for all damages that may be incurred by the Department of Environmental Protection of Massachusetts for the improvement, development, maintenance and protection of tidal and non-tidal rivers and streams, great ponds, harbors, tidewaters, foreshore and shores along a beach, in accordance with Section 11 of Chapter 91 of the General Laws, and authorize the Selectmen to execute and deliver a bond of indemnity therefore to the Commonwealth of Massachusetts, or take any action relative thereto.

By Board of Selectmen

Summary:

All Massachusetts municipalities indemnify the DEP for work in the local communities with this standard article.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 5-0

(majority vote required)

ARTICLE 3

To see if the Town will vote to accept the provisions of Massachusetts General Law Chapter 71, Section 16B, which would reallocate the sum of the member towns' contribution to the Nauset Regional School District in accordance with the Regional Agreement rather than the Education Reform Formula, so-called, or to take any other action relative thereto.

By Nauset Regional School Committee

Summary:

This article will apportion the Nauset Regional School Assessments for FY14 to the four member towns based on their proportionate enrollment within the school district. This is the method provided within the inter-municipal agreement approved by the four towns establishing the Nauset Regional School District, and has been applied in each of the last eleven years by town meeting vote.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 5-0

(majority vote required)

ARTICLE 4

To see if the town will vote to transfer the sum of \$10,000 from Fiscal Year 11 Hotel Motel Excise Tax (free cash so called), in accordance with Annual Town Meeting Article 26, May 4, 1998, to the Eastham Promotions Fund to be expended by the Visitor Services Board on the following items: concerts on the green \$5,500, Flower Island support \$500, Christmas banners and walkways at the gazebo \$4,000; or take any action relative thereto.

By Visitor Services Board

Summary:

This is an annual article to fund activities of the Visitor's Services Board, which enhance and promote tourism in the Town.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 5-0

(majority vote required)

ARTICLE 5

To see if the Town will vote to transfer from available funds the sum of \$10,000 for the Eastham Chamber of Commerce, as a grant, to help support operations of the Information Booth; or take any action relative thereto.

By Board of Selectman/Chamber of Commerce

Summary:

Annually the Town has supported a grant to the Chamber of Commerce to assist in paying for the operation of the Information Booth. This money is used primarily for salaries as the Town continues to provide maintenance services to this town owned property.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

(majority vote required)

ARTICLE 6

To see if the Town will vote to reauthorize revolving funds, as listed below, for certain town departments under M.G.L. Chapter 44, Section 53E ½ for the fiscal year beginning July 1, 2012; or take any action relative thereto.

Revolving Fund	Authorize to Spend Fund	Revenue Source	Use of Fund	FY13 Spending Limit
Recreation – Bottles & Cans	Recreation Director	Collection & Redemption of Bottles & Cans	Beach & Recreation Programs	\$ 10,000
Home Composting Bin/Recycling Revolving Account	BOS or designee	Sale of Compost Bins	Purchase additional bins & advertise their availability	\$ 5,000
Vehicular Fuel Sales Revolving Account	BOS or designee	Sale of fuel to other government entities	Purchase additional fuel for sale to other government entities	\$ 30,000
Council on Aging/Lower Cape Adult Day Center Revolving Acct	COA Director	Funds from fees, charges for COA programs and performances	Pay for additional COA programs and performances	\$ 7,000

By Board of Selectmen

Summary:

This statute requires annual authorization of revolving funds. Instead of four separate articles, we have combined the articles into one vote.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

(majority vote required)

ARTICLE 7

To see if the Town will vote to authorize the Board of Selectmen to petition the General Court for special legislation substantially in the following form:

Notwithstanding any general or special law to the contrary, the town of Eastham may impose a room occupancy tax, not to exceed 5% and equal to the occupancy tax imposed on accommodations subject to G.L. c.64G in addition to any such occupancy tax currently allowed by law, on any vacation or leisure accommodation, including but not limited to apartments, single or multiple family housing, cottages, condominiums and timeshare units or any other such temporary occupancy not currently defined in G.L. c.64G; vacation or leisure accommodation being defined as occupancy for a price to be paid and intended at the time of contract to be for a period of ninety consecutive days or less, regardless of whether such use and possession is as a lessee, tenant, guest or licensee; G.L. c.64G, §3,4,5,6 and 7A and shall be liable in the same manners as operators in G.L. c.64 §7B; or take any action relative thereto.

By Board of Selectmen

Summary:

This article voted at the May 2010 Annual Town Meeting and has been at the statehouse awaiting action. Since the vote is now more than a year old, if the legislature acts this year, they will request a new vote on this matter. The rooms' tax currently only applies to rental accommodation in motels, hotels, and guesthouses with three or more rooms to let. Single-family homes and condominiums, which are an ever-increasing share of the vacation rental market, do not pay this tax. The result is an advantage to these private rentals. These visitors however, still draw heavily on seasonal services as do visitors in other types of accommodation. This article, if passed, will allow the town, along with some others on the Cape who are seeking similar permission, to petition the legislature to pass a local law that will allow the town to institute and collect this tax. The town currently has on record more than 1200 rental units. The majority of these are short-term seasonal rentals. The estimate of potential revenue assuming ten (10) weeks occupancy at an average rent of \$2,000 per week is between \$500,000 and \$800,000. Rental periods of more than 90 days would not be taxed.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

(majority vote required)

ARTICLE 8

To see if the town will vote to accept M.G.L. Chapter 138 Section 33B, permitting the sale of alcoholic beverages by on-premise licensees Sunday, the last Monday in May and on Christmas Day between 10:00 A.M. and 12:00 noon; or take any action relative thereto.

By Board of Selectmen

Summary:

Acceptance of this statute will permit the local licensing authority, the Board of Selectmen, after application and by vote at a public meeting, to permit on-premise license holders to expand their hours of service to include Sunday, the last Monday in May and on Christmas Day between the hours of 10 am to 12 noon. In the town of Eastham, the current alcoholic beverage sales' start time, on the above noted days, is 12 noon, and sales are not allowed on Christmas Day. Two current license holders have requested that the town adopt this section.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

(majority vote required)

ARTICLE 9

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$93,422 for Eastham's share of capital improvements and equipment replacement expenses shown on the multi-year capital improvement plan for the Nauset District; or take any action relative thereto.

By the Nauset Regional School Committee

Summary:

Annually the town provides its share of \$459,000 to support the capital needs of the Nauset Regional School District. Items to be purchased this year, at the high school include custodial equipment, cafeteria renovations, upgrades to technology, locker replacement, parking lot resurfacing and, replacement wood siding, and replacement phone system. At the middle school: roof repairs, technology upgrades, various items of school furniture, replace mullion and doors, oil burner upgrades, and technology infrastructure improvements. The full detailed five-year plan is available for review at the Nauset Regional School District Central Office.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

(majority vote required)

ARTICLE 10

To see if the Town will vote to authorize the Board of Selectmen to petition the General Court for special legislation, upon such terms and conditions as the Board deems to be in the best interests of the Town, to provide for the shared responsibility by the Towns of Eastham, Orleans and Brewster for the post-retirement benefits of employees of the Orleans, Brewster and Eastham Groundwater Protection District in the event of dissolution of the District; provided, however, that the General Court may make clerical or editorial changes of form only to the bill, unless the Board of Selectmen approves amendments to the bill before enactment by the General Court, and to authorize the Board of Selectmen to approve amendments which shall be within the scope of the general public objectives of the petition, or take any other action relative thereto.

By Board of Selectmen/Tri Town Board of Managers

Summary:

The Tri-Town district is the owner of the septic treatment facility located in Orleans. The employees are currently part of the Barnstable County Retirement System. Retirees are entitled to receive a health insurance benefit that is partially paid by the entity from which they retired. If the Tri Town District dissolves when the plant is retired, the post retirement benefits costs, under this article are shared among the three towns who own the plant, Eastham, Brewster, and Orleans.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

(majority vote required)

ARTICLE 11

To see if the town will vote to transfer from available funds, (free cash so called), the sum of \$75,000 to the Stabilization Fund; or take any action relative thereto.

By Board of Selectmen

Summary

The stabilization fund serves as a reserve fund to be used for capital items or special projects, after a 2/3rds vote of town meeting. The current balance in the reserve fund is \$176,683.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 8-0

(2/3rds majority vote required)

ARTICLE 12

To see if the Town will vote to act on the operating budget, including recommendations and reports of the Selectmen, Finance Committee and other Town Officials, and to see if the Town will vote to raise and appropriate or transfer from receipts reserved, and other available funds and accounts, the sum of \$20,563,241 and further to transfer from the dog receipts reserved (free cash so called) the additional sum of \$2,500 to the library; or take any action relative thereto.

By Board of Selectmen

Summary:

This article is the annual operating budget for the Town, Eastham Elementary and our share of Cape Cod Tech, and the Nauset Regional School District. We had a significant increase in our assessment at Cape Cod Tech due to an increase in the number of students from Eastham. Further, part of the increase in Nauset Regional is due to an enrollment shift, which increased our percentage share of students in the regional district. The increase for the education sector of the budget is 4.24%. The overall budget however, because of reduction in several municipal sectors, is up 1.97 %, and includes all staff and salary adjustments as per union and non-union agreements. The budget incorporates the reduction in health insurance costs as proposed by the state. This budget funds a fully staffed police department, including the school resource officer that the Nauset Region will pay. We are always looking for ways to improve our efficiency and provide better value for the tax dollar. To that end, we have reorganized the staff in the Natural Resources Department. We have maintained the staff levels but shifted some responsibilities, and thus placed greater emphasis on the planning and consultative function of Conservation Agent. The agent remains responsible for conservation enforcement and project management. However, Open Space, Conservation and land use planning will be coordinated through this department-head-level staff person but will still draw on the labor resources of the DPW, and Natural Resources Departments for project implementation and oversight. We believe that this will improve public service in these areas and offer an opportunity for easier, more coordinated and orderly application reviews.

Also new to this budget is the addition of a part time employee in the Library department. This employee will assist the department by working the public service desks and helping to provide coverage of both floors of the existing library at all times, creating a more protected environment for patrons and staff.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

(majority vote required)

ARTICLE 12 - SELECTMEN'S OPERATING BUDGET

LINE #	GENERAL GOVERNMENT	FY11 ACTUAL BUDGET	FY12 APPROVED BUDGET	FY13 SELECTION'S BUDGET	FINANCE COMMITTEE RECOMMENDS
1	SELECTMEN/T ADMINISTRATOR OFFICE SALARY	\$263,980.00	\$345,185.00	\$371,958.00	\$740
2	SELECTMEN/T OWN ADMINISTRATOR EXPENSE	\$15,275.00	\$15,275.00	\$16,100.00	\$740
3	RESERVE FUND	\$65,000.00	\$65,000.00	\$65,000.00	\$740
4	TOWN ACCOUNTANT OFFICE SALARY	\$112,644.00	\$119,474.00	\$122,306.00	\$740
5	TOWN ACCOUNTANT EXPENSE	\$29,310.00	\$29,310.00	\$29,320.00	\$740
6	ASSESSOR OFFICE SALARY	\$181,398.00	\$185,594.00	\$200,945.00	\$740
7	ASSESSOR EXPENSE	\$25,865.00	\$25,865.00	\$25,865.00	\$740
8	TREASURER/COLLECTOR OFFICE SALARY	\$106,878.00	\$109,377.00	\$99,727.00	\$740
9	TREASURER/COLLECTOR EXPENSE	\$7,972.00	\$7,877.00	\$7,915.00	\$740
10	CERTIFICATION OF NOTES	\$200.00	\$200.00	\$65,000.00	\$65,000.00
11	LEGAL SERVICES EXPENSE	\$65,000.00	\$65,000.00	\$139,225.00	\$139,225.00
12	DATA PROCESSING SALARY	\$88,227.00	\$135,486.00	\$119,772.00	\$119,772.00
13	DATA PROCESSING EXPENSE	\$98,220.00	\$107,931.00	\$7,000.00	\$7,000.00
14	TAX TITLE EXPENSE	\$5,000.00	\$5,000.00	\$57,855.00	\$57,855.00
15	CENTRAL PURCHASING SUPPLY & SERVICE	\$51,213.00	\$56,214.00	\$91,123.00	\$91,123.00
16	TOWN CLERK/ELECTIONS OFFICE SALARY	\$79,872.00	\$87,917.00	\$9,700.00	\$9,700.00
17	TOWN CLERK/ELECTIONS EXPENSE	\$8,175.00	\$8,175.00	\$243,703.00	\$243,703.00
18	NATURAL RESOURCES SALARY	\$263,301.00	\$281,523.00	\$29,144.00	\$29,144.00
19	NATURAL RESOURCES EXPENSE	\$29,009.00	\$28,686.00	\$11,455.00	\$11,455.00
20	NATURAL RESOURCES CAPITAL EXPENSE		\$60,240.00	\$72,077.00	\$72,077.00
21	PLANNING/ZONING/CONVERSATION SALARY	\$58,997.00	\$60,240.00	\$1,800.00	\$1,800.00
22	PLANNING/ZONING/CONVERSATION EXPENSE	\$2,038.00	\$1,915.00	\$147,147.00	\$147,147.00
23	MUNICIPAL BUILDINGS SALARY	\$134,701.20	\$141,418.00	\$88,806.00	\$88,806.00
24	MUNICIPAL BUILDINGS EXPENSE	\$82,720.00	\$82,551.00	\$4,000.00	\$4,000.00
25	MUNICIPAL BUILDINGS CAPITAL	\$9,527.00	\$9,527.00	\$177,000.00	\$177,000.00
26	BULK FUEL OIL EXPENSE	\$187,000.00	\$187,000.00	\$8,050.00	\$8,050.00
27	TOWN REPORT EXPENSE	\$10,000.00	\$8,050.00	\$4,000.00	\$4,000.00
28	ENGINEERING & SUPPORT SERVICES EXPENSE	\$4,000.00	\$4,000.00	\$2,211,293.00	\$2,211,293.00
		\$1,985,522.20	\$2,175,245.00		

PUBLIC SAFETY & INSPECTORAL SERVICES				
29 POLICE SALARY	\$1,206,030.00	\$1,303,045.00	\$1,384,604.00	7-0
30 POLICE EXPENSE	\$149,251.00	\$159,347.00	\$161,648.00	7-0
31 POLICE CAPITAL	\$9,564.00	\$9,564.00	\$9,564.00	7-0
32 FIRE SALARY	\$1,590,145.00	\$1,583,749.00	\$1,480,723.00	7-0
33 FIRE EXPENSE	\$112,941.00	\$121,875.00	\$135,841.00	7-0
34 FIRE CAPITAL EXPENSE	\$70,476.00	\$131,830.00	\$142,907.00	7-0
35 DISPATCHING SALARY	\$278,820.00	\$297,970.00	\$296,593.00	7-0
36 DISPATCHING EXPENSE	\$2,700.00	\$2,700.00	\$2,700.00	7-0
37 BUILDING/PMB/GELC INSPECTION SALARY	\$195,140.64	\$195,897.00	\$203,032.00	7-0
38 BUILDING INSPECTION EXPENSE	\$4,810.00	\$4,810.00	\$3,049.00	7-0
39 EMERGENCY MANAGEMENT EXPENSE (CIVIL DEFENSE)	\$100.00	\$100.00	\$100.00	7-0
40 TREE WARDEN EXPENSE	\$400.00	\$400.00	\$400.00	7-0
41 DUTCH ELM DISEASE EXPENSE	\$10.00	\$10.00	\$10.00	7-0
42 INSECT/PEST/POISON IVY CONTROL	\$6,720.00	\$6,720.00	\$6,720.00	7-0
43 HARBORS & LANDINGS SALARY	\$3,627,117.64	\$3,818,027.00	\$3,820,181.00	
EDUCATIONAL SERVICES				
44 ELEMENTARY SCHOOL OPERATIONS	\$3,339,563.00	\$3,423,435.00	\$3,420,351.00	7-0
45 NAUSET REGION CAPITAL ASSESSMENT	\$3,489,481.00	\$3,523,509.00	\$3,744,220.00	7-0
46 NAUSET REGION OPERATING ASSESSMENT	\$147,502.00	\$197,801.00	\$282,806.00	7-0
47 CAPE COD REGIONAL TECHNICAL SCHOOL				
	\$6,976,346.00	\$7,144,745.00	\$7,447,377.00	
PUBLIC WORKS & SANITATION				
48 GENERAL MAINTENANCE SALARY	\$460,796.00	\$464,590.00	\$487,446.00	7-0
49 GENERAL MAINTENANCE EXPENSE	\$112,172.00	\$111,074.00	\$118,138.00	7-0
50 GENERAL MAINTENANCE CAPITAL	\$86,116.00	\$114,061.00	\$25,544.00	7-0
51 SNOW & SANDING SALARY	\$31,327.00	\$31,328.00	\$32,160.00	7-0
52 SNOW & SANDING EXPENSE	\$16,500.00	\$16,500.00	\$16,500.00	7-0
53 STREET LIGHTING EXPENSE	\$7,600.00	\$7,600.00	\$7,600.00	7-0
54 WASTE COLLECTION & DISPOSAL SALARY	\$153,632.00	\$158,135.00	\$161,633.00	7-0
55 WASTE COLLECTION & DISPOSAL EXPENSE	\$312,207.00	\$301,833.00	\$302,833.00	7-0
56 WASTE COLLECTION & DISPOSAL CAPITAL EXPENSE	\$15,706.00	\$15,707.00	\$15,707.00	7-0
	\$1,196,056.00	\$1,220,828.00	\$1,197,561.00	

HEALTH & HUMAN SERVICES

57 VETERANS GRAVE OFFICER	\$75.00	\$75.00	\$75.00	7-0
58 TOWN NURSE SERVICES	\$5,000.00	\$4,000.00	\$4,000.00	7-0
59 PUBLIC HEALTH SALARY	\$161,375.80	\$166,334.00	\$171,464.00	7-0
60 PUBLIC HEALTH EXPENSE	\$18,835.00	\$18,841.00	\$18,541.00	7-0
61 INSPECTION OF ANIMALS EXPENSE	\$250.00	\$250.00	\$250.00	7-0
62 COUNCIL ON AGING/ADC SALARY	\$278,475.00	\$276,353.00	\$231,532.00	7-0
63 COUNCIL ON AGING/ADC EXPENSE	\$32,920.00	\$31,835.00	\$32,004.00	7-0
64 VETERANS' SERVICES - EXPENSE	\$17,572.00	\$17,885.00	\$18,550.00	7-0
65 VETERANS' SERVICES - BENEFITS	\$9,000.00	\$9,000.00	\$9,000.00	7-0
66 HUMAN SERVICES AGENCIES	\$53,500.00	\$60,000.00	\$61,500.00	7-0
	\$577,002.80	\$584,273.00	\$546,926.00	

CULTURE & RECREATION

67 LIBRARY SALARY	\$204,125.00	\$207,520.00	\$217,314.00	7-0
68 LIBRARY EXPENSE	\$72,760.00	\$75,061.00	\$75,855.00	7-0
69 BEACH & RECREATION SALARY	\$239,280.50	\$249,297.00	\$259,028.00	7-0
70 BEACH & RECREATION EXPENSE	\$76,054.00	\$64,969.00	\$63,643.00	7-0
71 BEACH & RECREATION CAPITAL		\$9,500.00	\$8,223.00	7-0
	\$392,219.50	\$606,347.00	\$624,063.00	

DEBT AND BANKING SERVICES

72 FIRE STATION	\$150,000.00	\$150,000.00	\$150,000.00	7-0
73 LANDFILL CAPPING	\$66,490.00	\$66,540.00	\$70,923.00	7-0
74 ROACH PROPERTY ACQUISITION	\$75,000.00	\$75,000.00	\$80,000	
75 TRANSFER STATION	\$120,000.00	\$120,000.00	\$120,000.00	7-0
76 INTEREST EXPENSE (LONG/SHORT TERM)	\$376,064.00	\$341,059.00	\$330,986.00	7-0
77 TAX ANTICIPATION NOTES/BANS	\$10,000.00	\$10,000.00	\$36,460.00	7-0
78 SEPTIC BETTERMENT LOANS	\$20,401.00	\$20,401.00	\$20,401.00	7-0
79 PURCELL LAND PURCHASE	\$35,000.00	\$35,000.00	\$35,000.00	7-0
80 EASTHAM ELEMENTARY SCHOOL RENOVATION	\$410,000.00	\$410,000.00	\$410,000.00	7-0
81 MUNICIPAL WATER BANS			\$125,000.00	7-0
82 BANK FINANCING CHARGES	\$2,500.00	\$2,100.00	\$2,100.00	
	\$1,265,455.00	\$1,230,100.00	\$1,299,970.00	

<i>OTHER EXPENSES (GENERAL GOVERNMENT)</i>	
83 EMPLOYEE BENEFITS	\$13,500.00
84 BARN, COUNTY RETIREMENT ASSESSMENT	\$1,029,701.00
85 TOWN INSURANCE - UNEMPLOYMENT EXPENSE	\$10,000.00
86 TOWN INSURANCE - EMPLOYEE EXPENSE HEALTH	\$1,792,500.00
87 TOWN INSURANCE - TOWN PROTECTION (PROP & LIAB)	\$325,600.00
	\$3,171,301.00
TOTAL	\$19,391,020.14
	\$20,165,734.00
	\$20,563,241.00
	1.97%

ARTICLE 13

To see if the Town will vote to raise and appropriate and/or transfer from available funds the sum of **\$580,100** to purchase the following capital items, make improvements to capital facilities as listed below; or take any action relative thereto.

By Board of Selectmen

Summary:

The capital plan proposes to spend money on projects and equipment that have appeared on previous capital plans. The beach cleaner, originally scheduled for FY15 is included this year, in recognition of the importance of this resource, to the economic well being of the community.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

(majority vote required)

FY 13 CAPITAL ACQUISITION ARTICLE 13

ITEM	DEPARTMENT	ITEM	FY13
	DATA PROCESSING		
1		COMPUTER HDWARE/SPEC SOFTWARE/TABLETS/CAMERAS	\$30,000.00 F
	<i>SUB-TOTAL</i>		<i>\$30,000.00</i>
2	COA/ADULT DAYCARE	VAN REPLACEMENT	\$26,000.00 HST
	<i>SUB-TOTAL</i>		<i>\$26,000.00</i>
3	TOWN CLERK	VOTING MACHINE (NEW DISABILITY REQ.)	\$16,500.00 F
	<i>SUB-TOTAL</i>		<i>\$16,500.00</i>
4	HARBOR IMP.	ROCK HARBOR FLOATING DOCK REPLACEMENT (System Design)	\$50,000.00 F
	<i>SUB TOTAL</i>		<i>\$50,000.00</i>
	MUNICIPAL BUILDINGS IMPROVEMENTS		
5		PROJECT CONTINGENCY: MAJOR REPAIRS, PAINTING ETC.	\$30,000.00 F
6	T.H.	REPLACE EXISTING A/C UNITS	\$10,000.00 F
	INFO/W MILL	GEN BLDG MAIN & REPAIR	\$6,000.00 F
7		WINDMILL/INFO/ANCIENT CEMETERIES /BRACKETT PORTABLE	
8	POLICE	REPLACE OVERHAUL AIR/HEAT CIRCULATOR PUMPS	\$30,000.00 F
9	SCHOOL	ROUTINE PAINTING ROTATION	\$5,000.00 F
10		GROUNDS MAINTENANCE - DRAINAGE/FENCING	\$4,500.00 F
	<i>SUB-TOTAL</i>		<i>\$85,500.00</i>
	BEACHES/RECREATION		
11		ADA BEACH CHAIR	\$3,000.00 F
12		WALKWAYS/DUNE MAINTENANCE FENCING/MOBIL MATT	\$10,000.00 F
13		BEACH CLEANER	\$50,000.00 F
	<i>SUB-TOTAL</i>		<i>\$63,000.00</i>
	DPW		
15		1 TON DUMP (THREE YEAR LEASE)	\$18,000.00 F
16		ORDINARY ROAD M & R (NOT CHAP 90)	\$50,000.00 T
17		CATCH BASIN CLEANER REFURB	\$20,000.00 F
18		TRACTOR TRAILER HORSE (FOR YARD USE ONLY - USED)	\$40,000.00 F
19		ONE (1) 40 YARD CLOSED TOP ROLL OFF	\$6,300.00 F
	<i>SUB-TOTAL</i>		<i>\$134,300.00</i>
	POLICE		
20		PORTABLE RADIOS (8)	\$13,500.00 F
	<i>SUB-TOTAL</i>		<i>\$13,500.00</i>
	FIRE (EQUIP)		
21		ENGINE REPLACEMENT (1992) (5 YR LEASE PUR, \$525,000)	\$105,000.00 A
22		AMBULANCE/ENGINE LAPTOPS (3)	\$15,000.00 A
23		IPADS (2)	\$1,300.00 A
24		RESCUE/MEDICAL EQUIP UPGRADE/REPLACEMENT/JAWS OF LJ	\$35,000.00 A
25		SPECIALTY GEAR, TURNOUT SUITS, SURVIVAL SUITS	\$5,000.00 A
	<i>SUB-TOTAL</i>		<i>\$161,300.00</i>
	TOTAL		\$580,100.00
TOTAL CAPITAL FUNDS NEEDED BY SOURCE (KEY)			
	F = FREE CASH		\$342,800.00
	HST + HUMAN SERVICES GIFT FUND		\$26,000.00
	A = AMBULANCE RECEIPTS		\$161,300.00
	T = TAX LEVY		\$50,000.00
	TOTAL		\$580,100.00

ARTICLE 14

To see if the Town will, in accordance with Chapter 6-6A of the Eastham Home Rule Charter, vote to accept the Capital Improvement Plan for FY14-FY18 as printed below; or take any action relative thereto.

By Board of Selectmen

Summary:

This is the five-year capital plan, which lists all anticipated capital expenditures for equipment, supplies, and projects including engineering and planning studies. Items on the list are a minimum of \$1,000. This listing is a planning tool to focus attention on needed expenditures for the upcoming years. The benefit of the plan is that the town is able to anticipate large expenditures, appropriately schedule bond issues, and debt repayments in a manner that supports a stable tax rate while ensuring that capital equipment is acquired in a timely manner and that structures are well maintained.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-1

(majority vote required)

FIVE YEAR CAPITAL PLAN FY14 - FY18

ITEM DEPARTMENT	ITEM	FY14	FY15	FY16	FY17	FY18
1 DATA PROCESSING	COMPUTER HARDWARE/SPECIALIZED SOFTWARE	\$20,000.00 F	\$20,000.00 F	\$20,000.00 F	\$20,000.00 F	\$20,000.00 F
2	SERVER UPGRADES/REPLACEMENTS	\$10,000.00 F	\$10,000.00 F	\$10,000.00 F	\$10,000.00 F	\$10,000.00 F
3	FIBER OPTIC CABLE/RACK/CAGE CONNECTION	\$120,000.00 CT	\$5,000.00 CT	\$5,000.00 CT	\$10,000.00 F	\$10,000.00 F
4	VIDEO EQUIPMENT UPGRADIES	\$10,000.00 F	\$10,000.00 F	\$10,000.00 F	\$10,000.00 F	\$10,000.00 F
5	UPGRADE TELEPHONE SYSTEM - ALL BLDGS (VOIP)	\$5,000.00 F	\$5,000.00 F	\$5,000.00 F	\$5,000.00 F	\$5,000.00 F
6	REPLACE PLOTTERS(SCANNERS)	\$5,000.00 F	\$5,000.00 F	\$5,000.00 F	\$5,000.00 F	\$5,000.00 F
7	TABLET ACQUISITION/REPLACEMENTS	\$150,000.00	\$10,000.00	\$10,000.00	\$10,000.00	\$10,000.00
<i>SUB-TOTAL.</i>						
8 CO/ADULT DAYCARE	VAN REPLACEMENT	\$0.00	\$0.00	\$26,000.00 FHBT	\$0.00	\$26,000.00 FHBT
<i>SUB-TOTAL.</i>						
9 ASSESSING	DATA COLLECTOR VEHICLE	\$0.00	\$0.00	\$1,000.00 F	\$1,000.00 F	\$1,000.00 F
<i>SUB-TOTAL.</i>						
NATURAL RESOURCES						
10	4x4 PICK UP TRUCK	\$15,000.00 F	\$15,000.00 F	\$15,000.00 F	\$15,000.00 F	\$15,000.00 F
11	4x4 PICK UP TRUCK	\$13,000.00 F	\$13,000.00 F	\$13,000.00 F	\$13,000.00 F	\$13,000.00 F
12	SAND DRIFT FENCE - VARIOUS LOCATIONS	\$20,000.00 L	\$8,000.00 F	\$10,000.00 F	\$10,000.00 F	\$10,000.00 F
13	BOAT MOTOR 130HP/200HP	\$5,000.00 F	\$1,800.00 F	\$1,800.00 F	\$1,800.00 F	\$1,800.00 F
14	EQUIPMENT CHAINSAWS/PRESSURE WASHER	\$5,000.00 F	\$7,500.00 F	\$10,000.00 F	\$10,000.00 F	\$10,000.00 F
15	HERKING RUN GATE REPLACEMENTS	\$5,000.00 F	\$2,500.00 F	\$3,000.00 F	\$3,000.00 F	\$3,000.00 F
16	PORTABLE OPS					
17	EQUIPMENT TRAILER REPLACEMENT					
<i>SUB-TOTAL.</i>						
18 HARBOR IMP.	ROCK HARBOR UPGRADE/DOCK REPLACEMENT	\$31,000.00	\$35,500.00	\$29,800.00	\$56,500.00	\$1,000.00
19	DREDGE/ROCK HARBOR	\$250,000.00 D	\$55,000.00 EX	\$5,000.00 EX	\$5,000.00 EX	\$5,000.00 EX
<i>SUB-TOTAL.</i>						
MUNICIPAL BUILDINGS EQUIPMENT						
20	VACUUM/CARPET CLEANERS/LADDERS	\$255,000.00	\$5,000.00	\$5,000.00	\$5,000.00	\$5,000.00
21	VAN REPLACEMENT	\$2,000.00 F	\$2,000.00 F	\$2,000.00 F	\$2,000.00 F	\$2,000.00 F
22	COPiers/POSTAGE METERS	\$10,000.00 F	\$1,400.00 F	\$1,400.00 F	\$1,400.00 F	\$1,400.00 F
23	FLOOR MACHINES/SNOW BLOWER	\$25,000.00 F	\$13,400.00	\$0.00	\$12,000.00	\$11,400.00
24	ENERGY EFFICIENCY ENHANCEMENTS	\$25,000.00	\$13,400.00	\$0.00	\$12,000.00	\$11,400.00
<i>SUB-TOTAL.</i>						
25 MUNICIPAL BUILDINGS IMPROVEMENTS	IRRIGATE THREE (3) MUNICIPAL BLDGS - (TH. POLICE, FIF	\$10,000.00 F	\$25,000.00 F	\$30,000.00 F	\$30,000.00 F	\$30,000.00 F
26	PROJECT CONTINGENCY: MAJOR REPAIRS, PAINTING ETC	\$25,000.00 F	\$25,000.00 F	\$30,000.00 F	\$30,000.00 F	\$30,000.00 F
27	GREEN ENERGY ENHANCEMENTS	\$25,000.00 F	\$80,000.00	\$25,000.00	\$30,000.00	\$30,000.00
<i>SUB-TOTAL.</i>						

ITEM	DEPARTMENT	ITEM	FY14	FY15	FY16	FY17
.28	T.H.	Mechanical Systems Overhaul	\$15,000.00 F	\$15,000.00 F	\$15,000.00 F	\$15,000.00 F
29		RELOCATE/REPLACE AIR HANDLER	\$3,000.00 F	\$3,000.00 F	\$3,000.00 F	\$3,000.00 F
30		REPLACE VAULT A/C UNITS	\$9,000.00 F	\$9,000.00 F	\$9,000.00 F	\$9,000.00 F
31		REPLACE CIRCULATOR PUMPS	\$1,000.00 F	\$1,000.00 F	\$1,000.00 F	\$1,000.00 F
32		REPLACE HOT WATER TANK	\$1,000.00 F	\$1,000.00 F	\$1,000.00 F	\$1,000.00 F
33		REPLACE EXISTING A/C UNITS	\$40,000.00 F	\$40,000.00 F	\$40,000.00 F	\$40,000.00 F
34	INFO/MILL.	WINDMILL/FOUNTAIN CEMETERIES/BRACKETT POR	\$6,000.00 F	\$6,000.00 F	\$6,000.00 F	\$6,000.00 F
35	REC BLDG	FURNISHINGS	\$10,000.00 F	\$10,000.00 F	\$10,000.00 F	\$10,000.00 F
		SUB-TOTAL				\$27,000.00
36	COA	HEAT/AIR CONDITIONING/OVERHAUL	\$6,00 F	\$36,000.00	\$19,000.00	\$15,000.00 H/T
37		RESURFACE DRIVEWAY	\$10,000.00 F	\$50,000.00 F/H/I	\$10,000.00 D	\$10,000.00 F/H/I & T
38		RENOVATION/EXPANSION OF SENIOR CENTER			\$40,000.00 F	\$20,000.00 F
39		GENERATOR REPLACEMENT/MAJOR OVERHAUL			\$50,000.00	\$10,000.00 F
		SUB-TOTAL				\$20,000.00 F
40	DPW/NR	COPIER REPLACEMENT	\$30,000.00	\$30,000.00	\$31,025,000.00	\$50,000.00
		AIR HEATING SYSTEM OVERHAUL/REPLACE				\$20,000.00 F
41		EXTERIOR MAINTENANCE - STUCCO	\$20,000.00 F			
42		EXPAND DW GARAGE SPACE/INTERIOR RENOVATION	\$500,000.00 D	\$10,000.00 F		
43		NR BLDG RESINOLE PAINT				
		SUB-TOTAL				\$10,000.00
45	POLICE	REPLACE HOT WATER TANK	\$10,000.00	\$10,000.00	\$10,000.00	\$10,000.00
46		REPLACE SHINGLES, ROOF & SIDEWALL				
47		REPLACE 2 OF 4 AIR HANDLING UNITS				
48		KITCHEN/LOCKER RM/TRAINING RM UPDATES				
		SUB-TOTAL				\$75,000.00 F
49	FIRE	REPLACE FIRE PUMP (SPRINKLER) IN STATION	\$1,100,000.00	\$167,000.00	\$6,148,000.00	\$49,000.00
50		BUILDING MAINTENANCE (VARIOUS ITEMS BLDG 5+ YRS)				
51		PAINTING INTERIOR/EXTERIOR	\$50,000.00 A	\$40,000.00 A		
		SUB-TOTAL				\$75,000.00
52	SCHOOL	ROUTINE PAINTING ROTATION	\$125,000.00	\$8,00	\$46,000.00	\$8,00
53		REPLACE PLAYGROUND/BASKETBALL COURT SURFACE	\$5,000.00 F	\$5,000.00 F	\$5,000.00 F	\$5,000.00 F
54		GROUNDS MAINTENANCE, DRAINAGE/FENCING			\$10,000.00 F	\$10,000.00 F
55		GYM FLOOR REFINISHING	\$5,000.00 F	\$5,000.00 F		
56		COMPUTER HARDWARE/REPLACEMENTS/UPGRADES	\$20,000.00 F	\$20,000.00 F	\$20,000.00 F	\$20,000.00 F
57		BUILDING MAINTENANCE/IMPROVEMENTS				
		SUB-TOTAL				\$55,000.00
58	B/PACHES/REC/CREATION	UPGRADE/ADA BATH HOUSES	\$38,000.00	\$10,000.00	\$35,000.00	\$3,000.00
59		PARKING LOT REPAIRS (VARIOUS LOCATIONS)				
60		ADA BEACH CHAIR	\$13,000.00 F			
61		4 X 2 TRUCK LEASE	\$12,000.00 F			
62		4 X 2 TRUCK LEASE				
63		B-BALL RESURFACE/BASEBALL BACKSTOP REPAIR/FENCING				
64		BEACH GATE SHACKS				
65		WALKWAY TENT MAIN FENCE/CHOMOBIA MAT EXTEND				
66		REPLACE SOFT BALL SHEDS (2)				
		SUB-TOTAL				\$10,000.00
						\$53,000.00

ITEM	DEPARTMENT	ITEM	FY14	FY15	FY16	FY17	FY18
DPW		REFURB/REFURISH HYDRAULIC TRUCK LIFT	\$15,000.00 F				
67		REFURB CATCH BASIN CLEANER	\$15,000.00 F				
68		ONE TON DUMP	\$15,000.00 F				
69		3/4 TON PICK UP	\$15,000.00 F				
70		SANDER	\$15,000.00 F				
71		INTERL. DUMP 6 WHEEL LARGE/REFURB/purchase	\$25,000.00 F				
72		EXTRA LARGE DUMP 10 WHEELER (LEASE PURCHASE) Y	\$130,000.00 F	\$140,000.00 F	\$150,000.00 F	\$160,000.00 F	\$160,000.00 F
73		ORDINARY ROAD M & K (NOT CHIP 90)					
74		NEW TRASH TRAILERS					
75		TRACTOR/TRAILER HORSE (FOR YARD USE ONLY - USED)					
76		REPLACE/ADD RECYCLING COMPACTOR	\$15,000.00 F				
77		LOADER REPLACEMENT (344)	\$14,000.00 F				
78		TWO (2) 40 YARD OPEN TOP ROLL OFF CONTAINERS					
79		ONE (1) 40 YARD CLOSED TOP ROLL OFF RECYCLING					
80		STORM DRAIN UPGRADING/IMPROVEMENT/REPLACEMENT	\$50,000.00 F	\$60,000.00 F	\$60,000.00 F	\$60,000.00 F	\$60,000.00 F
81		MOWER REPLACEMENTS	\$20,000.00 F				
82		SWEEPER REPLACEMENT (FIVE YEAR LEASE)					
83		SUB-TOTAL	\$119,000.00	\$130,000.00	\$148,500.00	\$145,000.00	\$124,000.00
POLICE		DEFIBRILLATORS REPLACEMENT	\$2,000.00 F				
84		UNMARKED ADMIN DEP VEHICLE 4x4(3 YR LEASE)					
85		CRUISER/w video	\$28,500.00 T	\$29,000.00 T	\$30,000.00 T	\$30,500.00 T	\$31,000.00 T
86		CRUISER	\$28,500.00 T	\$29,000.00 T	\$30,000.00 T	\$30,500.00 T	\$31,000.00 T
87		UNMARKED ADMIN CHIEF VEHICLE	\$10,000.00 T				
88		PORTABLE RADIOS (3)					
89		LAP TOP COMPUTER IN CAR REPLACEMENT (4)	\$15,000.00 F	\$20,000.00 F	\$20,000.00 F	\$20,000.00 F	\$20,000.00 F
90		BULLET PROOF VEST REPLACEMENT (ALL)					
91		DIGITAL VIDEO FOR CRUSERS					
92		SUB-TOTAL	\$87,000.00	\$93,000.00	\$106,000.00	\$99,000.00	\$73,000.00
FIRE (EQUIP)		REPLACE AMBULANCE (CHG BUY TWO SAME TIME)					
93		ENGINE REPLACEMENT (1992) (5 YR LEASE PUR., \$55,000.00)	\$125,000.00 A				
94		SQUAD 1 REPLACEMENT TRUCK 1600	\$15,000.00 A				
95		ADMINISTRATIVE VEHICLE DEP/CHIEF REPLACE					
96		TANKER REPLACEMENT (98) 5 YR LEASE					
97		REPLACE SPECIAL HAZARDS TRUCK (91) 5 YR LEASE					
98		REPLACE COPIER					
99		UPGRADE AIR PACKS - 4.5L					
100		TERMAL IMAGER					
101		UPGRADE AND REPLACE TURNOUT GEAR (AS NEEDED)	\$7,000.00 A	\$10,000.00 A	\$10,000.00 A	\$10,000.00 A	\$10,000.00 A
102		HYDRANT STANDPIPE SYS-ON-SITE W/ELBOW/URED TANK	\$12,000.00 A				
103		REPLACE QAS METER					
104		COMPUTER SOFTWARE ENHANCEMENTS					
105		COMPUTER HARDWARE ENHANCEMENT/ADDITIONS					
106		FIRE SUPPRESSION UPGRADES/REPLACEMENT/FOAM	\$5,000.00 A				
107							

ARTICLE 15

To see if the Town will vote to transfer from available funds, \$25,000 to various accounts to meet the remaining expenses for Fiscal Year 2012; or take any action relative thereto.

By Board of Selectmen

Summary:

This article is included annually to cover any shortfalls in current year operating accounts. The budget lines needing transfers this year are Snow and Ice Expense and Legal Expenses. Snow and Ice Expense is short because the salt shed has been re-stocked after being emptied last year. Due to the mild winter, however, the surplus in Snow and Ice Salaries line is more than adequate to cover the deficit in Snow and Ice Expense line. So the motion will be to transfer from salary to expense. The legal budget has been level funded for many years, but in years with litigation, we can exceed the budget as happened this year.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 8-0

(*majority vote required*)

ARTICLE 16

To see if the town will vote to transfer from available funds the sum of \$4,034.10, to pay the following prior year unpaid bills from fiscal year 2011: Advanced Telesystems, \$1,395, Advanced Telesystems \$1,425, and Advanced Telesystems \$1,214.10, for upgrades to telephone and computer networks in the police station; or take any action relative thereto

By Board of Selectmen

Summary:

These bills were received after the FY2011 accounting books were closed. Vendor did not submit invoices in a timely fashion.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

(*4/5ths majority vote required*)

ARTICLE 17

To see if the Town will vote to fix the salary and compensation of all elected officials of the Town as provided by Section 108, Chapter 41, General Laws, as amended, and to raise and appropriate or transfer from available funds the following sums of money for salaries;

Moderator	\$ 150.00
Town Clerk	\$ 65,997.00
Treasurer/Tax Collector	\$ 78,980.00
Selectmen (5) \$1,500 each	\$ 7,500.00
Total	\$152,627.00

or take any action relative thereto.

By Elected Officials

Summary:

The Treasurer/Tax Collector and Town Clerk work a full time schedule and manage staffed departments. The proposed salary increases above reflect a 3% increase. Other full time personnel received a 2.5% increase last year and will receive a 2% increase this year. The elected officials are seeking this increase to keep them in step with other personnel.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

(*majority vote required*)

ARTICLE 18

To see if the Town will vote to establish a town-wide water supply and water distributing system pursuant to Section 39A of Chapter 40 of the General Laws; and

to appropriate the sum of **\$111,000,000** for establishing such a system for the Town, including, without limitation, the taking or purchase of water sources or water or flowage rights, the taking or purchase of land or easements for the water system or for the protection of the water system, the construction and development of wells, the construction of water towers, the construction of buildings for water treatment and pumping stations, the laying and relaying of water mains, the purchase and installation of water meters, fire hydrants and other water department equipment, and design and engineering and other costs incidental thereto, and including without limitation all costs thereof as defined in Section 1 of Chapter 29C of the General Laws;

that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow \$111,000,000 and issue bonds or notes therefore under Chapter 44 of the General Laws and/or Chapter 29C of the General Laws;

that the Treasurer with the approval of the Board of Selectmen is authorized to borrow all or a portion of such amount from the Massachusetts Water Pollution Abatement Trust established pursuant to Chapter 29C and in connection therewith to enter into a loan agreement and/or security agreement with the Trust and otherwise to contract with the Trust and the Department of Environmental Protection with respect to such loan and for any federal or state aid available for the project or for the financing thereof; and

that the Board of Selectmen is authorized to enter into a project regulatory agreement with the Department of Environmental Protection, to expend all funds available for the project and to take any other action necessary to carry out the project;

provided further that, pursuant to General Laws Chapter 40, section 39A, the Board of Selectmen is hereby authorized to act as water commissioners and to exercise all of the powers of water commissioners pursuant to General Laws chapter 41, section 69B; and

provided further that the Town hereby accepts the provisions of General Laws Chapter 40, sections 42A through 42K and Chapter 80, Section 13B to authorize the collection of water rates, to permit the assessment of betterments for the water supply and water distributing system and to permit the deferral of payment of water use charges and betterment assessments by certain homeowner/occupants; and

provided further that the Town elects under General Laws Chapter 80, Section 13 that interest on apportioned betterment assessments shall not exceed two percent above the rate of interest chargeable to the Town for the betterment project to which the assessments relate; and

provided further, to authorize the Selectmen to petition the General Court to enact legislation as may be needed to permit the Town to assess betterments to be paid over a period not to exceed thirty (30) years and set the interest rate in accordance with law, assess privilege fees, establish a water enterprise fund and such other duties as are normally assigned to Water Commissioners, and further provided that the General Court may make any clerical or editorial changes of form only to the bill submitted by the Selectmen, and such other amendments to the bill submitted, as the Selectmen may approve before enactment by the General Court, and to authorize the Selectmen to approve amendments which shall be within the scope of the general public objectives of this petition; or take any action relative thereto.

By Board of Selectmen

Summary:

This article is included in the warrant as a response to the Town Meeting vote of 2010 that provided funds and asked for more information and additional details about water needs, availability, and quality, prior to further consideration of the installation of a system. The details of that work summarized here and more fully outlined in several public presentations, address the water supply, installation and financing of this project.

In 2010, Town Meeting approved \$3.15 million dollars to investigate the availability of potential sources of drinking water within the town and the opportunities available to purchase water from the Town of Orleans. This article is a result of the completion of that work. Sufficient quantity and quality of water was located in three potential well fields in the town. One is north of Nauset Road and east of the rail trail on town owned land, zoned as "Water Recharge District". The potential of this site is to produce .995 mgd (million gallons per day). The second potential well field would be located on land owned by the Nauset Regional School District, abutting land owned by the Cape Cod National Seashore. This location could potentially yield .882 mgd (million gallons per day). Access and control of this site, secured by an easement from the District to the town, an exchange in which the Town would agree to supply potable water needs for the school for ninety-nine (99) years at no cost. The third potential well field is located on town owned land, off Nauset Road, that runs through to Ocean View Drive. The parcel contains a hundred (100) +/- acres of land, owned by the town, interspersed with parcels owned by the Cape Cod National Seashore. There are also several vernal pools located in the area. This proposed municipal well site is near the site of the proposed municipal well that was defeated at the 1969 Annual Town Meeting. This site will potentially yield 1.30 mgd (million gallons per day). The Town of Orleans has indicated they can provide at least .5 mgd (million gallons per day). Eastham would need to build the distribution system (pipes, pump house, etc.) and undertake the billing to users. In addition, the preliminary price information suggests that we can provide water less expensively from our own sources, which are more than adequate to serve the whole town.

The water supply system, if built to serve the whole town, will be completed within 11 years of the start of installation of pipes. It will have two water towers. The purpose of the water towers is to ensure adequate pressure for daily users and fire protection. One tower would be located near the well on the parcel north of Nauset Road and east of the bike path. The second tower would be located near the well site in the land off Nauset Road that runs to Ocean View Drive. The planned construction would begin in 2014 and continue through 2025, and planned in six (6) phases or stages. Each phase would serve about 1200 residential/business customers. The first phase would include all the system-serving components such as the water tower and main trunk lines. The system would place main trunk lines on either side of Route 6 to reduce and/or eliminate the need to trench or sleeve under the road to provide service. The first phase would also provide service to much of the business community as it is primarily located along Route 6. The plan contemplates service availability for all parcels in town, whether located on public or private roads. Additional easements may be needed to install on private roads. All roads however, will be returned to their previous condition, at a minimum, after installation.

The plan shows valves provided at every parcel to facilitate installation to a structure(s) on the lot. Each property owner would contract with an installer (plumber) to connect their private property if and/or when they choose to connect. The Board of Selectmen considered imposing connection fees used in other Cape towns, most recently in Wellfleet, and decided not to impose such fees. Connection costs then are limited to private plumbing costs from the road to the structure on the lot.

The system includes fire hydrants located throughout the town. In the first phase, seventy-five (75%) of town parcels would be eligible for a reduction in their insurance rate. Such reductions are based on rules

of individual insurance carriers. For most carriers these rules include being located, within 1000 feet of a fire hydrant and within five miles of a manned fire station. Wellfleet residents experienced savings of \$400 to \$700 dollars in homeowners' insurance bills, when home values ranged in the order of \$400,000. A quote from a local insurance agent suggests that similar savings will be available to many Eastham residents.

While water would be available to all parcels, no one would be required to use the municipal supply. Average users will pay less than \$200 per year. High volume users would pay more. Users are projected to join the system, when available, at a rate of 60% to 75%. Property owners could continue to use their private wells for as long as they desire. The fire hydrants and the resultant enhanced property protection that they offer would be available to them, regardless of their choice to use municipal water.

This is a complex project in terms of its scope, is expensive. The projected cost for the full install is \$111 million dollars. The private contractor to operate the system would be chosen by competitive bid. (A private contractor operates the Wellfleet system. Orleans' water system is a town department.) Such contractor would be responsible for billing and collection, reading meters, making repairs and troubleshooting system needs, and testing and ensuring that water quality continuously meets the state regulatory requirements. This is not expected to be a new municipal department requiring staff and equipment.

To finance system construction, property betterments, based on value, will be used. The betterments are assessed in two parts: start up betterments of 50% of projected cost at the onset, and final betterments at the completion of the project. Start-up betterments are in place while pipes are being installed and before service is available. At the end of construction, the final betterment would be assessed. The anticipated total betterment assessment including interest, at the rate of 2.95%, is \$17,889, for a property assessed at \$400,000. Assessments are lower for those with lower property values and higher for those with higher property values. This suggested interest rate is below the statutory authorized rate of 6% or 2% over the borrowing cost. The borrowing interest is 2%. The first half betterment assessed at the start of the project is \$8,332 (without interest), for a property valued at \$400,000. Each betterment assessed can be paid in a lump sum or over twenty (20) years, at the property owners' choice. If the property is sold, under state law, the assessed betterment balance becomes due. Qualifying homeowners can take advantage of abatements and deferrals of betterments as permitted under state law, and based on need. The second half or final betterment assessment would be assessed at the completion of the system, in 2025. At that time, the remaining balance of the first half betterment is added to the second half and a twenty-year pay back schedule is calculated. The total period of payments for the betterment assessment, then is thirty-two (32) years. The average annual betterment due over thirty-two (32) years is expected to be \$559 including interest.

All revenues from the betterments are assigned to an Enterprise Fund and used to pay debt, or reduce borrowing needs as the system is completed. The revenues from the system users would be placed in the enterprise fund as provided for in Mass General Law, and used to pay operational costs and fund future capital needs. The Water Commissioners would manage such funds.

We have considered funding the system using exempt debt exclusively and a combination of taxes and betterments. In each case, there is great variability in the yearly tax burden. This may be more difficult for individual homeowners to handle. Using the betterment only method allows for less variability in the annual commitment and creates a reserve that can be invested and used to finance the system install, thus reducing the borrowing needs in subsequent phases, and consequently the cost.

This is a complex, complicated, and expensive undertaking that the Town is herein asked to consider. The article will need to be voted and Special Act(s) approved by the legislature before this project can

move forward. The preceding narrative is an attempt to provide sufficient financial information to voters to make an informed decision as to the merits of the proposal in that regard. Simply put, is this an expenditure and community investment that you, and your family, are willing and able to make?

BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 6-2
(2/3rds majority vote required)

ARTICLE 19

To see if the Town will vote to approve the Eastham Local Comprehensive Plan Third Addition – 2012 and forward said plan to the Cape Cod Commission for final approval by them; or take any action relative thereto.

By Board of Selectmen/Local Comprehensive Planning Committee
Summary:

The Cape Cod Commission requires Eastham to maintain and update a plan that addresses all aspects of our community. This update reflects more than four (4) years of committee work, reviewing of our goals in managing our natural resources, economic development, town services, affordable housing and historic preservation. It is a guide for town committees and departments and insures compatibility with the Cape Cod Commission Regional Plan.

BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 7-0
PLANNING BOARD RECOMMENDATION: 6-0-1
(majority vote required)

(COPIES OF THE PLAN ARE AVAILABLE AT THE EASTHAM PUBLIC LIBRARY AND IN THE PLANNING DEPARTMENT AT TOWN HALL)

ARTICLE 20

To see if the Town will vote to transfer, pursuant to the provisions of G.L.c. 44B (6) from the FY2013 estimated community preservation revenues to reserves in the following amounts: \$68,584 for open space purposes, \$68,584 for historic preservation purposes, and \$68,584 for affordable housing purposes, and \$480,089 to the FY2013 community preservation budgeted reserved for appropriation for a total of \$685,841, as recommended by the Community Preservation Committee; or take any action relative thereto.

By Board of Selectmen/Community Preservation Committee
Summary:

This article seeks to set aside 10% of the estimated community preservation revenue for open space, historic resources, and affordable community housing, with the remaining estimated revenue reserved for appropriation as required by G.L. Chapter 44B (6).

BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 7-0
COMMUNITY PRESERVATION COMMITTEE RECOMMENDATION: 5-0
(majority vote required)

ARTICLE 21

To see if the Town will vote to transfer \$20,000 from the Community Preservation Fund Balance as allowed by law for the purpose of administrative expenses; or take any action relative thereto

By Board of Selectmen/Community Preservation Committee

Summary:

This article permits use of \$20,000 of the Community Preservation Funds for the committee for administrative purposes. The State Legislation permits up to five percent (5%) of all funds for that purpose. The committee has never requested that much and has used very little each year. The remaining balance each year reverts to the Community Preservation Fund Balance.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

COMMUNITY PRESERVATION COMMITTEE: 5-0

(majority vote required)

ARTICLE 22

To see if the Town will vote to transfer \$140,000 from the Community Preservation Open Space Reserve Account for the purpose of treating Herring Pond to preserve the open space quality of the pond by reducing the effects of phosphorus; or take any action relative thereto.

By Board of Selectmen/Community Preservation Committee

Summary:

The Town has received a report from Ecologic, the consultants hired to recommend actions to improve our ponds. This report recommends applying alum and sodium aluminate to reverse the damage caused by excess phosphorus in the pond. The Conservation Commission would provide the conditions and oversight for treating the pond.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

COMMUNITY PRESERVATION COMMITTEE: 5-0

(majority vote required)

ARTICLE 23

To see if the Town will vote to transfer \$53,754 from the Community Preservation Historic Reserve Account for the purpose of preserving records in the town clerk office; or take any action relative thereto.

By Board of Selectmen/Community Preservation Committee

Summary:

This article will provide funding to install climate control equipment in the records storage vault, and restore and copy historical records of the Town Clerk from 1826 to 1985.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

COMMUNITY PRESERVATION COMMITTEE: 7-0

(majority vote required)

ARTICLE 24

To see if the Town will vote to transfer \$100,000 from the Community Preservation Historic Reserve Account and \$102,000 from the CPA Unrestricted Fund Balance for the purpose of restoration projects for the 1741 Swift-Daley House Museum, and further, to authorize the Board of Selectmen, in consultation with the Community Preservation Committee to enter into a grant agreement with the Eastham Historical Society, Inc. which agreement shall provide that the funds are used for such purposes; or take any other action relative thereto.

By Board of Selectmen/Community Preservation Committee

Summary:

This article provides funds for extensive repairs to the Swift-Daley Museum including repair of insect damage, electrical repairs, window replacement and structural repairs.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

COMMUNITY PRESERVATION COMMITTEE: 7-0

(majority vote required)

ARTICLE 25

To see if the Town will vote to transfer \$5,100 from the Community Preservation Unrestricted Fund Balance for the purpose of constructing a parking lot on Sandy Meadow Way to serve passive recreation users of the parcel; or take any other action relative thereto.

By Board of Selectmen/Community Preservation Committee

Summary:

This project will create eight (8) parking spaces for residents and visitors using the former Roach property open space trails.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

COMMUNITY PRESERVATION COMMITTEE: 6-0

(majority vote required)

ARTICLE 26

To see if the Town will vote to rescind Article 29 of the May 2, 2011 Town Meeting allocating \$5,000 and vote to transfer \$20,000 from the Community Preservation Open Space Reserve Account to the Eastham Open Space Committee for an analysis of parcels perceived to be held for conservation purposes and/or under the custody of the Eastham Conservation Commission, and all other protected open space in Eastham (not including land owned by the federal government within the Cape Cod National Seashore), or take any action relative thereto.

By Board of Selectmen/Community Preservation Committee

Summary:

This article is a revision of an article approved last year. That request for proposals resulted in no bidders. The amended amount is based on estimates from experienced bidders.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

COMMUNITY PRESERVATION COMMITTEE: 7-0

(majority vote required)

ARTICLE 27

To see if the Town will vote to transfer \$175,000 from the Community Preservation Unrestricted Fund Balance to the Eastham Affordable Housing Trust for the purpose of providing rental assistance to ten families for a period of three (3) years, or take any action relative thereto.

By Board of Selectmen/Community Preservation Committee

Summary:

This project will provide a rental assistance subsidy to approved applicants who agree to participate in budget management training. The goal of the program is to allow participants to remain in Eastham after the program.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

COMMUNITY PRESERVATION COMMITTEE: 6-0

(majority vote required)

ARTICLE 28

To see if the Town will transfer from available funds the sum of \$10,000 to the 2012 Provision for Abatements and Exemptions Account; or take any action relative thereto.

By Board of Assessors

Summary:

Funds reserved for abatements are estimated each year. This year abatements were underestimated and a case is pending at the Appellate Tax Board. These funds will be used to resolve those cases and if not needed will be returned to free cash.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

(majority vote required)

ARTICLE 29

To see if the Town will vote to transfer from available funds the sum of \$35,000 to be used under the direction of the Board of Selectmen for the purpose of providing supplemental funds to be used in conjunction with grants that may be awarded from public or private agencies for use by the Town; or take any action relative thereto.

By Board of Selectmen

Summary:

In May 2000 Annual Town meeting appropriated money for this purpose and it has supported the town's application for numerous grants in various departments that require a small cash match.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

(majority vote required)

ARTICLE 30

To see if the Town will vote to accept G.L. c 64L, § 2(a) to authorize imposition of a local meals excise tax of .75% to take effect on January 1, 2013, or to take any other action relative thereto.

By Board of Selectmen

Summary:

If approved, effective January 1, 2013, the cost of any restaurant meal sold in Eastham will include an additional surcharge of 0.75% of the total value of the bill for the meal. This surcharge would be in addition to the current State Sales Tax. However, 100% of the revenue collected by the new local surcharge will be returned to the Town. The Local Option Excise Tax is being presented as a mechanism for local governments to increase and diversify revenues, without increasing the local property tax. Based on a restaurant bill of \$100, a surcharge of 0.75% would add \$0.75 to the bill. The potential revenue estimate is \$83,000, based on 2010 receipts. Other cape towns have implemented the meals tax.

BOARD OF SELECTMEN RECOMMENDATION: 2-3

FINANCE COMMITTEE RECOMMENDATION: 6-1

(majority vote required)

ARTICLE 31

To see if the Town will vote to accept a gift of land of 1111 square feet +/-, located at the southeast corner of Salt Winds Drive and Oak Leaf Road in Eastham and being part of a subdivision plan entitled Subdivision of Land in Eastham made for Salt Winds, Inc, by Slade Associates, Inc. E. Main Street at

Route 6, Wellfleet, MA 02667, Richard F. Lay, Registered Land surveyor, dated November 1983 and shown on Assessors Map 6, Parcel 132W; or take any action relative thereto.

By Board of Selectmen

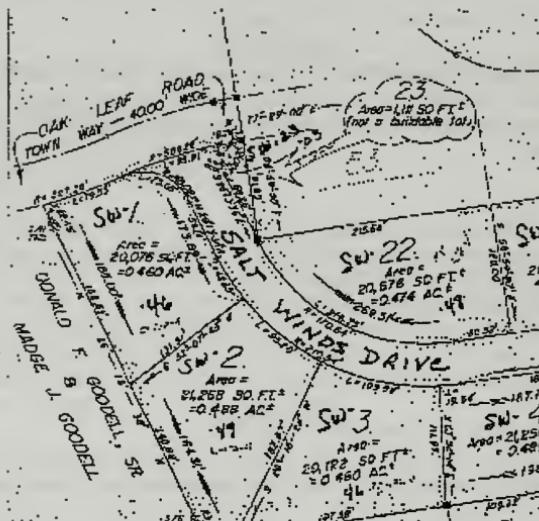
Summary:

This lot is a remainder of the road radius. The owner has been paying the real estate tax but the lot has no real value to him. It is not buildable but can provide a space to push snow and absorb drainage.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: At Town Meeting

(majority vote required)



ARTICLE 32

To see if the Town will vote to accept as a town way, the private way known as Clayton Road, which is shown on plan entitled "First Encounter Estates, Subdivision Plan of Land in Eastham, MA, prepared by Mac McCarthy Engineering Service Inc, 81 Speen St, Natick Ma. dated May 31, 1973, (copies of which are on file with the Planning Department) and under such terms and conditions as the BOS may require; or take any action relative thereto.

By Petition

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 8-0

BOARD OF HIGHWAY SURVEYORS RECOMMENDATION: 5-0

PLANNING BOARD RECOMMENDATION: 7-0

(majority vote required)



ARTICLE 33

To see if the Town will vote to direct and authorize the Board of Selectmen, to take all steps necessary to transfer, and to so transfer pursuant to statute to the Conservation Commission, the care, custody, control and management of the following certain parcels of land, and to approve of said transfer of land with no further action required by Town meeting, the land located off North Sunken Meadow Road, North Eastham, for conservation and passive recreation purposes only, said land to be placed under the care, custody, control and management of the Conservation Commission pursuant to G.L. c40, s.8C: Lots B and C on a plan entitled "Amended Subdivision Plan of Land in Eastham, MA prepared for The Town of Eastham, Scale: 1" = 100', Dated October 1, 2010, Revised November 15, 2010" and recorded with Barnstable County Registry of Deeds in Plan Book 638 Page 49 and shown on the town of Eastham Assessors' Map No. 2, Parcel No. 32A; or do or take any other action relative thereto.

By Petition

Summary:

The May 2, 2011 town meeting voted to limit the use of the remaining portions of the Town owned land known as the "Roach Property" for open space and passive recreation purpose. This article directs the transfer of the "Roach Property" from the care, custody and control of the Board of Selectmen to the Eastham Conservation Commission, consistent with statute and Town meeting's May 2011 vote.

BOARD OF SELECTMEN RECOMMENDATION: 1-4

FINANCE COMMITTEE RECOMMENDATION: 1-6

(majority vote required)

ARTICLE 34

To see if the Town will vote to authorize the Board of Selectmen and the Conservation Commission, with no further action required by Town meeting, to convey to the Eastham Conservation Foundation, Inc., or other qualified not for profit or nonprofit conservation organization, for no consideration, a perpetual Conservation Restriction on the following certain parcels of land located off North Sunken Meadow Road, North Eastham:

Lots B and C on a plan entitled "Amended Subdivision Plan of Land in Eastham, MA prepared for The Town of Eastham, Scale: 1" = 100', Dated October 1, 2010, Revised November 15, 2010" and recorded with Barnstable County Registry of Deeds in PLAN Book 638 Page 49 and shown on the Town of Eastham Assessors' Map No. 2, Parcel No. 32A, all as authorized by Massachusetts General Laws, Chapter 184, Sections 31-33, restricting in perpetuity, the use of said land for conservation and passive recreation purposes and uses; and to authorize the Board of Selectmen and the Conservation Commission and their agents to work with said Eastham Conservation Foundation, Inc. or other qualified not for profit or nonprofit conservation organization to negotiate the terms and conditions of said Conservation Restriction, include at a minimum, a perpetual restriction on the use of the land for conservation and passive recreation purposes and uses only, or do or take any other action relative thereto.

By Petition

Summary:

The May 2, 2011 Town meeting voted to limit the use of the remaining portions of the Town owned land known as the "Roach Property" for open space and passive recreation purposes. This Article authorizes the conveyance of a "Conservation Restriction" on the property to preserve in perpetuity, the land for open space and passive recreational purposes.

BOARD OF SELECTMEN RECOMMENDATION: 0-5

FINANCE COMMITTEE RECOMMENDATION: 1-6

(*majority vote required*)

ARTICLE 35

To see if the Town will accept the published reports of the Town officers as printed and made available to the public in the 2011 Town of Eastham Annual Report, and to hear any unpublished reports of committees and to do or act on anything which may legally come before this meeting.

RESOLUTION

To see if the Town will vote to adopt the following resolution:

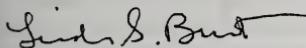
Whereas the people of the Town of Eastham deem the Pilgrim Nuclear facility in Plymouth, Massachusetts, to present a clear and present danger to our town and to the people of Cape Cod and beyond, we resolve to call upon both the House and the Senate of the General Court of Massachusetts to deny the Pilgrim Nuclear facility a new license for now and forever; or to take any other action relative thereto.

By Petition

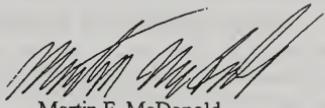
You are directed to serve this Warrant by posting attested copies thereof at the Post Office in Eastham and North Eastham fourteen days at least before the date of holding said meeting.

Hereof, fail not and make due return of this Warrant and your doings thereon to the Town Clerk at the time and place of holding said meeting.

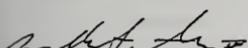
Given under our hands and seals this 9th day of April in the year of our Lord, Two Thousand and Twelve.



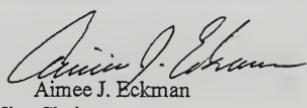
Linda S. Burt
Chair



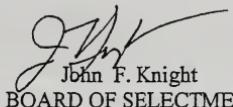
Martin F. McDonald
Clerk



Wallace F. Adams



Aimee J. Eckman
Vice Chair

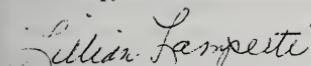

John F. Knight
BOARD OF SELECTMEN

Greetings:

In a pursuance of the conditions of the foregoing warrant, I have posted attested copies, one each at the Post Office in Eastham and North Eastham fourteen days before time of said meeting.

Constable

A True Copy Attest:



Lillian Lamperti, Town Clerk

PROCEDURES FOR TOWN MEETING

In accordance with Section 2-8-2 of the Eastham Town Charter, the following procedures will be followed:

1. The Open Town Meeting shall be the Legislative branch of the municipal government of the Town of Eastham, as set forth in the Charter, Section 1-6.
2. Every registered voter wishing to speak at Town Meeting shall proceed to one of the available microphones. Once recognized the voter shall give his or her name and address, speak to the question for not more than three minutes, and shall not speak again until all those wishing to speak thereon have done so. See Section 2-8-3 of the Charter for exceptions-persons making the motion and persons required to be in attendance under Section 2-8-1.
3. Eastham taxpayers who are not registered voters may only speak at Town Meeting if permitted by majority consent of voters. Consent will be requested when any non-resident has identified himself/herself in advance to the Moderator.
4. Registered voters will be seated first. Special seating may be available for non-registered parties; however, that seating will be made available only after the Town Clerk has determined that there are an adequate number of seats for all registered voters in attendance. Voters who sit in the Non-Voter Section will not have their votes counted.
5. Discussion on each article in the Town Warrant shall terminate when there is no one wishing to speak on said article or the discussion becomes redundant in the opinion of the Moderator, or someone is recognized and moves the question, or a motion to limit or extend debate has been approved by a 2/3 vote of Town Meeting.
6. Votes may be taken by voice (Majority to be determined by the Moderator) or by a show of hands. Articles or motions requiring a 2/3 vote will be by hand count unless unanimous. It takes seven Town Meeting members to question the results of a voice vote. If seven so question the results of a voice vote, we will move to an immediate hand count.
7. Only persons who have voted on the prevailing side may move to reconsider an article. Reconsideration of an article may occur only on the same night during which the article was considered.
8. TOWN MEETING TIME, A Handbook of Parliamentary Law, Third Edition, 2001, published by and for the Massachusetts Moderators Association, is the parliamentary handbook that will be used to guide Eastham Town Meetings.
10. The only persons allowed in the foyer at Town Meeting will be Registrars, Checkers and voters. Persons with handouts of any nature must be outside the building or in a designated area.

These provisions address issues that commonly arise at Town Meeting, but do not purport to address all issues that may arise.

PLEASE BE COURTEOUS BY ALLOWING EACH SPEAKER TO PRESENT THEIR COMMENTS WITHOUT INTERRUPTION.

Minutes for the Annual Town Meeting held May 7, 2012

Pursuant to the provisions of the foregoing warrant, the voters assembled at the Nauset Regional High School Auditorium to vote on the following articles with actions as noted. The Moderator called the meeting to order at 7:15 p.m. with a quorum of 206 voters present. The Town Clerk read the call of Town Meeting.

Article 1. A motion was made and seconded by the Board of Selectmen to raise and appropriate \$1,200 for the Greenhead Fly Control as authorized by G.L. C.252 § 24, and authorize the Town Treasurer to pay said appropriation into the State Treasury.

Passed – Declared majority vote by Moderator

A motion was made and seconded by the Board of Selectmen to move Articles 2 through 6 as a consent agenda and for the following purposes:

Article 2. To assume liability in the manner provided in Sections 29 and 29A of Chapter 91 of the General Laws, as most recently amended for all damages that may be incurred by the Department of Environmental Protection of Massachusetts for the improvement, development, maintenance and protection of tidal and non-tidal rivers and streams, great ponds, harbors, tidewaters, foreshore and shores along a beach, in accordance with Section 11 of Chapter 91 of the General Laws, and authorize the Selectmen to execute and deliver a bond of indemnity therefore to the Commonwealth of Massachusetts.

Article 3. To accept the provisions of Massachusetts General Law Chapter 71, Section 16B, which would reallocate the sum of the member towns' funding obligation for the Nauset Regional School District in accordance with the Regional Agreement rather than the Education Reform Formula, so-called.

Article 4. To transfer from Free Cash \$10,000 as a grant to the Eastham Promotions Fund to be expended by the Visitor Services Board on the following items: concerts on the green \$5,500, Flower Island support \$500, Christmas banners and walkways at the gazebo \$4,000.

Article 5. To transfer \$10,000 from Free Cash to be given to the Eastham Chamber of Commerce as a grant to help support operations of the Information Booth.

Article 6. To reauthorize the following revolving accounts, through the Town Accountant's office, in accordance with Massachusetts General Laws, Chapter 44 Section 53E ½ : Recreation Bottles and Cans \$10,000 for Beach & Recreation Programs and; Home Composting Bin/Recycling \$5,000 to purchase additional bins & advertise their availability and; Vehicular Fuel Sales \$30,000 to purchase additional fuel for sale to other government entities and; Council on Aging/Lower Cape Adult Day Center \$7,000 to pay for additional COA programs and performances.

Articles 2 through 6

Passed – Declared majority vote by Moderator

Article 7. A motion was made and seconded by the Board of Selectmen to petition the General Court for special legislation to impose a Room Occupancy Tax as detailed in G.L. c.64G, to single cottages, condominiums and single and multifamily dwellings when such units are rented for less than 90 days, and further to accept from the General Court editorial or clerical changes and further that such law shall not take effect before January 1, 2013, regardless of the action date of the legislature.

Notwithstanding any general or special law to the contrary, the town of Eastham may impose a room occupancy tax, not to exceed 5% and equal to the occupancy tax imposed on accommodations subject to G.L. c.64G in addition to any such occupancy tax currently allowed by law, on any vacation or leisure accommodation, including but not limited to apartments, single or multiple family housing, cottages, condominiums and timeshare units or any other such temporary occupancy not currently defined in G.L. c.64G; vacation or leisure accommodation being defined as occupancy for a price to be paid and intended at the time of contract to be for a period of ninety consecutive days or less, regardless of whether such use and

possession is as a lessee, tenant, guest or licensee; G.L. c.64G, §3,4,5,6 and 7A and shall be liable in the same manners as operators in G.L. c.64 §7B;

Article failed by vote of 319 Yes 442 No as declared by Moderator

Article 8. A motion was made and seconded by the Board of Selectmen to accept M.G.L. 138 Section 33B to allow the Board of Selectmen to license the sale of alcoholic beverages by on-premise licensees Sunday, the last Monday in May and on Christmas Day between 10:00 A.M. and 12:00 noon.

Passed – Declared majority vote by Moderator

A motion was made and seconded to move Articles 33 and 34 out of order.

Motion failed the required 2/3rds as declared by Moderator
364 Yes 406 No

Article 9. A motion was made and seconded by the Board of Selectmen to raise and appropriate \$93,422 to pay the Town of Eastham's share of capital expenses for Nauset Regional School District for improvements and equipment as shown on the multi-year capital improvement plan for the Nauset District.

Passed – Declared majority vote by Moderator

Article 10. A motion was made and seconded by the Board of Selectmen to petition the General Court for special legislation to provide for the post retirement benefits for employees of the Orleans, Brewster and Eastham Groundwater Protection District in the event of dissolution of the district, with each town sharing equally in the costs; provided, however, that the General Court may make clerical or editorial changes of form only to the bill, unless the Board of Selectmen approves amendments to the bill before enactment by the General Court, and to authorize the Board of Selectmen to approve amendments which shall be within the scope of the general public objectives of the petition.

Passed – Declared majority vote by Moderator

Article 11. A motion was made and seconded by the Board of Selectmen to appropriate and transfer from free cash \$75,000 to the Stabilization Fund.

Passed – Declared necessary 2/3rds majority vote by Moderator

Article 12. A motion was made and seconded by the Board of Selectmen to set the operating budget at \$20,563,241 as printed in the warrant, and to meet this appropriation the town vote to

Raise and appropriate and use estimated receipts totaling \$20,092,813, and;
Transfer from the ambulance receipts reserved account \$317,907, to be apportioned as follows:
\$175,000 to Line 32 Fire Salaries and \$142,907 to Line 34 Fire Capital, and
transfer from the Septic Loan Betterment Account \$20,401 to Line 78, Septic Betterment Loans; and
transfer from the Windmill receipts reserved account \$1,000 to Line 70, and;
transfer from Overlay Surplus \$75,000 to Line 86, and;
transfer from the Government Media Access Account \$56,120 to Line 12, Data Processing Salary and;
transfer from Line 46 (Nauset Regional School Operating Assessment) \$55,000 to Police Salary
Account Line 29 and;
further to transfer from Free Cash (dog receipts) an additional \$2,500 to Line 68, Library Expense.

Passed – Declared majority vote by Moderator

Article 13. A motion was made and seconded by the Board of Selectmen to expend \$580,100 and to meet this appropriation, the town vote to

Raise and appropriate \$50,000 and;

Transfer from Free Cash \$342,800 and;

Transfer from the Ambulance Receipts Reserved Account \$161,300 and;

Transfer from the Human Services Gift Account \$26,000 for the purposes of acquiring the following items:

FY 13 CAPITAL ACQUISITION ARTICLE 13			
ITEM	DEPARTMENT	ITEM	FY13
	DATA PROCESSING		
1	SUB-TOTAL	COMPUTER HDWARE/SPEC SOFTWARE/TABLETS/CAMERAS	\$30,000.00 F
	COA/ADULT DAYCARE		\$30,000.00
2	SUB-TOTAL	VAN REPLACEMENT	\$26,000.00 HST
	TOWN CLERK		\$26,000.00
3	SUB-TOTAL	VOTING MACHINE (NEW DISABILITY REQ.)	\$16,500.00 F
	HARBOR IMP.		\$16,500.00
4	SUB TOTAL	ROCK HARBOR FLOATING DOCK REPLACEMENT (System Design)	\$50,000.00 F
	MUNICIPAL BUILDINGS IMPROVEMENTS		\$50,000.00
5		PROJECT CONTINGENCY: MAJOR REPAIRS ,PAINTING ETC.	\$30,000.00 F
6	T.H.	REPLACE EXISTING A/C UNITS	\$10,000.00 F
	INFO/WMILL	GEN BLDG MAIN & REPAIR	\$6,000.00 F
7		WINDMILL/INFO/ANCIENT CEMETERIES /BRACKETT PORTABLE	
8	POLICE	REPLACE OVERHAUL AIR/HEAT CIRCULATOR PUMPS	\$30,000.00 F
9	SCHOOL	ROUTINE PAINTING ROTATION	\$5,000.00 F
10		GROUNDS MAINTENANCE - DRAINAGE/FENCING	\$4,500.00 F
	SUB-TOTAL		\$85,500.00
	BEACHES/RECREATION		
11		ADA BEACH CHAIR	\$3,000.00 F
12		WALKWAYS/DUNE MAINTENANCE FENCING/MOBIL MAT	\$10,000.00 F
13	SUB-TOTAL	BEACH CLEANER	\$50,000.00 F
	DPW		\$63,000.00
15		1 TON DUMP (THREE YEAR LEASE)	\$18,000.00 F
16		ORDINARY ROAD M & R(NOT CHAP 90)	\$50,000.00 T
17		CATCH BASIN CLEANER REFURB	\$20,000.00 F
18		TRACTOR TRAILER HORSE (FOR YARD USE ONLY - USED)	\$40,000.00 F
19		ONE (1) 40 YARD CLOSED TOP ROLL OFF	\$6,300.00 F
	SUB-TOTAL		\$134,300.00
	POLICE		
20	SUB-TOTAL	PORTABLE RADIOS (8)	\$13,500.00 F
	FIRE (EQUIP)		\$13,500.00
21		ENGINE REPLACEMENT (1992) (5 YR LEASE PUR, \$525,000)	\$105,000.00 A
22		AMBULANCE/ENGINE LAPTOPS (3)	\$15,000.00 A
23		IPADS (2)	\$1,300.00 A
24		RESCUE/MEDICAL EQUIP UPGRADE/REPLACEMENT/JAWS OF LI	\$35,000.00 A
25		SPECIALTY GEAR, TURNOUT SUITS, SURVIVAL SUITS	\$5,000.00 A
	SUB-TOTAL		\$161,300.00
	TOTAL		\$580,100.00
TOTAL CAPITAL FUNDS NEEDED BY SOURCE (KEY)			
F = FREE CASH			\$342,800.00
HST + HUMAN SERVICES GIFT FUND			\$26,000.00
A = AMBULANCE RECEIPTS			\$161,300.00
T = TAX LEVY			\$50,000.00
TOTAL			\$580,100.00

Passed – Declared majority vote by Moderator

Article 14. A motion was made and seconded by the Board of Selectmen to vote in accordance with the requirements of the Town of Eastham Home Rule Charter 6-6A to accept the Capital Improvement Plan for FY2014-FY2018 as printed in the warrant.

A motion was made and seconded to delete line item 122 of the Five-year Capital Plan
Motion passed – Declared by Moderator
Hand Count 422 Yes 324 No

Article 14, minus line 122, passed by majority as declared by Moderator

Article 15. A motion was made and seconded by the Board of Selectmen to transfer \$15,000 from the Snow and Ice Salary Account to the Snow and Ice Expense Account, and further the Town transfer from Free Cash \$10,000 to the Legal Expense Account to cover additional expenses incurred in FY12.

Passed – Declared majority vote by Moderator

Article 16. A motion was made and seconded by the Board of Selectmen to appropriate and transfer from Free Cash \$4,034.10 to pay prior years unpaid bills: Advanced Telesystems, \$1,395, Advanced Telesystems \$1,425, and Advanced Telesystems \$1,214.10, for upgrades to telephone and computer networks in the police station.

Passed – Declared required 4/5th majority vote by Moderator

Article 17. A motion was made and seconded by the Board of Selectmen to fix the salary and compensation of all elected officials of the Town as provided by Section 108, Chapter 41 of the General Laws as amended and further to raise and appropriate \$152,627 for the following sums of money for salaries:

Moderator	\$ 150.00
Town Clerk	\$ 65,997.00
Treasurer/Tax Collector	\$ 78,980.00
Selectmen (5) \$1,500 each	<u>\$ 7,500.00</u>
Total	<u>\$152,627.00</u>

Passed – Declared majority vote by Moderator

The following motion made and seconded by the Board of Selectmen differs from the original article printed in the warrant.

Article 18. A motion was made and seconded by the Board of Selectmen that the Town hereby establishes a municipal water supply and water distributing system pursuant to Chapter 40, Section 39A of the General Laws and as shown on a plan entitled Water Distribution System Development, Phase 1, Eastham Mass, dated, January 2012.

That \$32,000,000 is appropriated to pay costs of establishing such water supply and distribution system, including, without limitation, the costs of taking or purchasing water sources or water or flowage rights, the taking or purchasing of land or easements for the water system or for the protection of the water system or water sources, the construction and development of wells, the construction of water towers, the construction of buildings for water treatment and pumping stations, the laying and relaying of water mains, the purchase and installation of water meters, fire hydrants and other water department equipment, and design and engineering and other costs incidental thereto, and including without limitation all costs thereof as defined in Section 1 of Chapter 29C of the General Laws;

That to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow \$32,000,000 under and pursuant to Chapter 44 and/or Chapter 29C of the General Laws, or pursuant to any other enabling authority, and to issue bonds or notes of the Town therefor;

That the Treasurer with the approval of the Board of Selectmen is authorized to borrow all or a portion of such amount from the Massachusetts Water Pollution Abatement Trust (the "Trust") established pursuant to Chapter 29C of the General Laws, and in connection therewith to enter into one or more loan agreements and/or security agreements with the Trust and otherwise to contract with the Trust and the Department of Environmental Protection with respect to any loan or loans obtained through the Trust, and for any federal or state aid available for the project or for the financing thereof; and

That the Board of Selectmen is authorized to enter into a project regulatory agreement with the Department of Environmental Protection, to expend all funds available for the project and to take any other action necessary to carry out the project;

That, in accordance with Chapter 40, Section 39A of the General Laws, the Board of Selectmen is hereby authorized to act as water commissioners and to exercise all of the powers of water commissioners pursuant to Chapter 41, Section 69B of the General Laws; and

That the Town hereby accepts the provisions of Chapter 40, Sections 42A through 42F of the General Laws to authorize the collection of water rates.

After a lengthy debate, a motion was made and seconded to close debate.
Motion to close debate passed – declared majority vote by Moderator

Article 18 failed to pass necessary 2/3rds vote - declared by the Moderator
Count 289 Yes 485 No

Article 19. A motion was made and seconded by the Board of Selectmen to approve the Local Comprehensive Plan Third Edition – 2012 and forward said plan to the Cape Cod Commission for final approval by them.

Passed – Declared majority vote by Moderator

Article 20. A motion was made and seconded by the Board of Selectmen to reserve \$685,841 from the FY2013 estimated Community Preservation revenues to be appointed to accounts in the following amounts:

Open Space Reserve \$68, 584
Historical Reserve \$68, 584
Affordable Housing \$68,584 and;
To the \$480,089 Budgeted Reserve
As recommended by the Community Preservation Committee

Passed – Declared majority vote by Moderator

Article 21. A motion was made and seconded by the Board of Selectmen to transfer from the Community Preservation Fund Balance \$20,000 to the Community Preservation Administrative Expense Account as allowed by law for the purpose of administrative expenses.

Passed – Declared majority vote by Moderator

Article 22. A motion was made and seconded by the Board of Selectmen to transfer from the Community Preservation Open Space Reserve Account \$140,000 for the purpose of treating Herring Pond to preserve the open space quality of the pond by reducing the effects of phosphorus.

Passed – Declared majority vote by Moderator

Article 23. A motion was made and seconded by the Board of Selectmen to transfer from the Community Preservation Historic Reserve Account \$53,754 for the purpose of preserving records in the Town Clerk's Office.

Passed – Declared majority vote by Moderator

The Moderator disclosed that he may be in conflict and discussed this with the Town Clerk. There was no objection from Town Meeting.

Article 24. A motion was made and seconded by the Board of Selectmen to transfer \$100,000 from the Community Preservation Historic Reserve Account and further to appropriate and transfer \$102,000 from the Community Preservation Fund Balance for the purpose of restoration projects for the 1741 Swift-Daley House Museum, and further, to authorize the Board of Selectmen, in consultation with the Community Preservation Committee to enter into a grant agreement with the Eastham Historical Society, Inc. which agreement shall provide that the funds are used for such purposes.

Passed – Declared majority vote by Moderator

Article 25. A motion was made and seconded by the Board of Selectmen to transfer from the Community Preservation Fund Balance \$5,100 for the purpose of constructing a parking lot at Sandy Meadow Way to serve passive recreation users of the parcel.

Passed – Declared majority vote by Moderator

Article 26. A motion was made and seconded by the Board of Selectmen to rescind \$5,000 previously transferred and to transfer \$20,000 from the Community Preservation Open Space Reserve Account to the Eastham Open Space Committee for an analysis of parcels perceived to be held for conservation purposes and/or under the custody of the Eastham Conservation Commission, and all other protected open space in Eastham (not including land owned by the federal government within the Cape Cod National Seashore).

Passed – Declared majority vote by Moderator

Article 27. A motion was made and seconded by the Board of Selectmen to transfer \$175,000 from the Community Preservation Fund Balance to the Eastham Affordable Housing Trust for the purpose of providing rental assistance to ten families for a period of three (3) years.

Passed – Declared majority vote by Moderator

Article 28. A motion was made and seconded by the Board of Selectmen to transfer from the 2010 Provision for Abatements and Exemptions Account \$10,000 to the 2012 Provision for Abatements and Exemptions Account.

Passed – Declared majority vote by Moderator

Article 29. A motion was made and seconded by the Board of Selectmen to transfer from free cash \$35,000 to be used under the direction of the Board of Selectmen for the purpose of providing supplemental funds to be used, by all departments, in conjunction with grants that may be awarded from public or private agencies for use by the Town.

Passed – Declared majority vote by Moderator

Article 30. A motion was made and seconded by the Board of Selectmen to accept G.L. c64L, Section 2(a) to authorize a local meals tax of .75% to take effect no sooner than January 1, 2013.

Failed to pass as declared by Moderator

Article 31. A motion was made and seconded by the Board of Selectmen to accept as a gift, 1111 square feet of land located on the southeast corner of Salt winds Drive and Oak Leaf Road in Eastham and being part of a subdivision plan entitled Subdivision of Land in Eastham made for Salt Winds, Inc, by Slade Associates, Inc. E. Main Street at Route 6, Wellfleet, MA 02667, Richard F. Lay, Registered Land surveyor, dated November 1983 and shown on Assessors Map 6, Parcel 132W.

Passed – Declared majority vote by Moderator

Article 32. A motion was made and seconded by the Board of Selectmen to accept as a town way, the private way known as Clayton Road in Eastham which is shown on plan entitled "First Encounter Estates, Subdivision Plan of Land in Eastham, MA, prepared by MacCarthy Engineering Service Inc, 81 Speen St., Natick Ma. dated May 31, 1973, (copies of which are on file with the Planning Department) and under such terms and conditions as the BOS may require.

Passed – Declared majority vote by Moderator

Article 33. A motion was made and seconded by the Board of Selectmen to transfer the care and custody of the land described in the article from the Board of Selectmen to the Conservation Commission the care, custody, control and management of the following certain parcels of land, and to approve of said transfer of land with no further action required by Town meeting, the land located off North Sunken Meadow Road, North Eastham, for conservation and passive recreation purposes only, said land to be placed under the care, custody, control and management of the Conservation Commission pursuant to G.L. c40, s.8C: Lots B and C on a plan entitled "Amended Subdivision Plan of Land in Eastham, MA prepared for The Town of Eastham, Scale: 1" = 100', Dated October 1, 2010, Revised November 15, 2010" and recorded with Barnstable County Registry of Deeds in Plan Book 638 Page 49 and shown on the town of Eastham Assessors' Map No.2, Parcel No. 32A.

A motion was made and seconded to close debate.
Motion passed – declared majority vote by Moderator

Article failed as declared by Moderator

Article 34. A motion was made and seconded by the Board of Selectmen to grant a perpetual Conservation Restriction to the Eastham Conservation Foundation, Inc. or other qualified not for profit or non profit on the following certain parcels of land located off North Sunken Meadow Road, North Eastham:

Lots B and C on a plan entitled "Amended Subdivision Plan of Land in Eastham, MA prepared for The Town of Eastham, Scale: 1" = 100', Dated October 1, 2010, Revised November 15, 2010" and recorded with Barnstable County Registry of Deeds in PLAN Book 638 Page 49 and shown on the Town of Eastham Assessors' Map No. 2, Parcel No. 32A, all as authorized by Massachusetts General Laws, Chapter 184, Sections 31-33, restricting in perpetuity, the use of said land for conservation and passive recreation purposes and uses; and to authorize the Board of Selectmen and the Conservation Commission and their agents to work with said Eastham Conservation Foundation, Inc. or other qualified not for profit or nonprofit conservation organization to negotiate the terms and conditions of said Conservation Restriction, include at a minimum, a perpetual restriction on the use of the land for conservation and passive recreation purposes and uses only, or do or take any other action relative thereto.

A motion was made and seconded to close debate.
Motion passed – declared majority vote by Moderator

Article failed as declared by Moderator
Count 218 Yes 220 No

Article 35. A motion was made and seconded by the Board of Selectmen to accept the published reports of the town officers.

Passed – Declared majority vote by Moderator

Resolution. A motion was made and seconded by the Board of Selectmen to endorse the resolution concerning the re-licensing of the Pilgrim Nuclear Facility in Plymouth, Massachusetts as follows:

Whereas the people of the Town of Eastham deem the Pilgrim Nuclear facility in Plymouth, Massachusetts, to present a clear and present danger to our town and to the people of Cape Cod and beyond, we resolve to call upon both the House and the Senate of the General Court of Massachusetts to deny the Pilgrim Nuclear facility a new license for now and forever; or to take any other action relative thereto.

Town Meeting failed to endorse resolution as declared by Moderator

There were 848 voters present at the close of Town Meeting out of a possible 4123.

There being no further action of Town Meeting, the Selectmen moved and seconded a motion to dissolve Town Meeting at 11:35 p.m. The Moderator declared Town Meeting dissolved after a unanimous vote by voters.

A True Copy Attest:



Lillian Lamperti

**Eastham
Annual Town Election
May 15, 2012**

Pursuant to the conditions of the foregoing warrant, the voters assembled at Town Hall to cast their ballots for the following offices and the results are as follows:

Selectman - One three year term

Martin McDonald	323
Thomas Johnson (Write In)	14
Write-ins	23
Blanks	40

Library Trustee - One three year term

David Payor	355
Write-ins	2
Blanks	43

Nauset Regional School Committee -

One three year term

Sarah Blackwell	358
Write-ins	5
Blanks	37

Library Trustee - One two year term

Edmond Harnett	349
Write-ins	1
Blanks	50

Elementary School Committee-

One three year term

Mary Louise Sette	367
Write-ins	0
Blanks	33

Library Trustee - One one-year term

Sharon Krause	357
Write-ins	2
Blanks	41

Housing Authority - One Five year term

Elizabeth Simmons (write in)	24
Write-ins	25
Blanks	351

The polls closed at 8:00 p.m. and the results of the election were announced and posted. There were 4121 voters registered for this election with 400 casting their ballots representing slightly less than ten percent of the voters. Shawn Shea served as Warden and John Lennox as Deputy Warden.

Lillian Lamperti Town Clerk

Lillian Lamperti

COMMONWEALTH OF MASSACHUSETTS
WILLIAM FRANCIS GALVIN
SECRETARY OF THE COMMONWEALTH

SS: Barnstable County
To: The Constable of the Town of Eastham

Greeting:

In the name of the Commonwealth, you are hereby required to notify and warn the inhabitants of said town who are qualified to vote in Primaries to vote at:

Eastham Town Hall Precinct 1

on THURSDAY, THE SIXTH DAY OF SEPTEMBER, 2012, from 7:00 A.M. to 8:00 P.M. for the following purpose:

To cast their votes in the State Primaries for the candidates of political parties for the following offices:

SENATOR IN CONGRESS.....	FOR THIS COMMONWEALTH
REPRESENTATIVE IN CONGRESS.....	NINTH DISTRICT
COUNCILLOR.....	FIRST DISTRICT
SENATOR IN GENERAL COURT.....	CAPE & ISLANDS DISTRICT
REPRESENTATIVE IN GENERAL COURT.....	FOURTH BARNSTABLE DISTRICT
REGISTER OF DEEDS.....	BARNSTABLE DISTRICT
CLERK OF COURTS.....	BARNSTABLE COUNTY
COUNTY COMMISSIONER.....	BARNSTABLE COUNTY

Hereof fail not and make return of this warrant with your doings thereon at the time and place of said voting.

Given under our hands this 6th day of August, 2012

John E. Burt
J. F. Burt
John E. Burt

Sidney D. Burt
Mark W. Burt

SELECTMEN OF THE TOWN OF EASTHAM

I have posted attested copies of this warrant at the Post Office in Eastham and North Eastham at least seven days before the date of this election.

Constable

D.C. Burt

Date

8/15/12

A True Copy Attest

Lillian Lamperti

Lillian Lamperti
Town Clerk



TOWN OF EASTHAM

2500 State Highway, Eastham, MA 02642-2544

All departments 508-240-5900 • Fax 508-240-1291

www.eastham-ma.gov

COMMONWEALTH OF MASSACHUSETTS

State Primary

Thursday, September 6, 2012

Town of Eastham

Pursuant to the foregoing warrant, voters assembled at the Eastham Town Hall to cast their votes at the State Primary and the results are as follows:

Democratic Party 488 votes cast

Republican Party 212 votes cast

Green Rainbow Party 3 votes cast

The polls opened at 7:00 a.m. and closed at 8:00 p.m. The ballot box stood at 0000 at the opening and read 703 at the close representing 17 % out of a possible 4014 voters. Voter lists were verified and results were posted.

Shawn Shea and John Lennox served as Warden and Deputy Warden for this election.

A True Copy Attest:

Lillian Lamperti
Town Clerk

Party: DEMOCRAT

Page 1 of 9

Office Name: SENATOR IN CONGRESS
District Name: 0001 STATEWIDE
Town Name: 086 EASTHAM

Candidates	Votes
2 ELIZABETH A. WARREN	451
* SCOTT P. BROWN	0
All Others	8
Blanks	29
Total Votes Cast	488

Office Name: REPRESENTATIVE IN CONGRESS
District Name: 0010 NINTH DISTRICT
Town Name: 086 EASTHAM

Candidates	Votes
1 WILLIAM RICHARD KEATING	401
2 C. SAMUEL SUTTER	79
All Others	0
Blanks	8
Total Votes Cast	488

Office Name: COUNCILLOR
District Name: 0012 FIRST DISTRICT
Town Name: 086 EASTHAM

Candidates	Votes
1 NICHOLAS D. BERNIER	117
2 OLIVER P. CIPOLLINI, JR	241

Party: DEMOCRAT

Page 2 of 9

Office Name: COUNCILLOR
District Name: 0012 FIRST DISTRICT
Town Name: 086 EASTHAM

Candidates	Votes
3 WALTER D. MONIZ	33
All Others	1
Blanks	96
Total Votes Cast	488

Office Name: SENATOR IN GENERAL COURT
District Name: 0023 CAPE & ISLANDS DISTRICT
Town Name: 086 EASTHAM

Candidates	Votes
1 DANIEL A. WOLF	446
All Others	2
Blanks	40
Total Votes Cast	488

Office Name: REPRESENTATIVE IN GENERAL COURT
District Name: 0063 FOURTH BARNSTABLE DISTRICT
Town Name: 086 EASTHAM

Candidates	Votes
1 SARAH K. PEEKE	452
All Others	4
Blanks	32
Total Votes Cast	488

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Office Name: **CLERK OF COURTS**
 District Name: 0231 **BARNSTABLE COUNTY**
 Town Name: 086 **EASTHAM**

Candidates	Votes
No Nomination	0
All Others	38
Blanks	450
Total Votes Cast	488

Office Name: **COUNTY COMMISSIONER**
 District Name: 0231 **BARNSTABLE COUNTY**
 Town Name: 086 **EASTHAM**

Candidates	Votes
1 MARY PAT FLYNN	224
2 SHEILA R. LYONS	411
All Others	4
Blanks	337
Total Votes Cast	976

Office Name: **REGISTER OF DEEDS**
 District Name: 0245 **BARNSTABLE DISTRICT**
 Town Name: 086 **EASTHAM**

Candidates	Votes
No Nomination	0
All Others	34
Blanks	454
Total Votes Cast	488

Party: GREEN-RAINBOW

Page 4 of 9

Office Name: SENATOR IN CONGRESS

District Name: 0001 STATEWIDE

Town Name: 086 EASTHAM

Candidates	Votes
* ELIZABETH A. WARREN	3
All Others	0
Blanks	0
Total Votes Cast	3

Office Name: REPRESENTATIVE IN CONGRESS

District Name: 0010 NINTH DISTRICT

Town Name: 086 EASTHAM

Candidates	Votes
No Nomination	0
All Others	2
Blanks	1
Total Votes Cast	3

Office Name: COUNCILLOR

District Name: 0012 FIRST DISTRICT

Town Name: 086 EASTHAM

Candidates	Votes
No Nomination	0
All Others	0
Blanks	3
Total Votes Cast	3

Office Name: SENATOR IN GENERAL COURT
District Name: 0023 CAPE & ISLANDS DISTRICT
Town Name: 086 EASTHAM

Candidates	Votes
No Nomination	0
All Others	0
Blanks	3
Total Votes Cast	3

Office Name: REPRESENTATIVE IN GENERAL COURT
District Name: 0063 FOURTH BARNSTABLE DISTRICT
Town Name: 086 EASTHAM

Candidates	Votes
No Nomination	0
All Others	0
Blanks	3
Total Votes Cast	3

Office Name: CLERK OF COURTS
District Name: 0231 BARNSTABLE COUNTY
Town Name: 086 EASTHAM

Candidates	Votes
No Nomination	0
All Others	0
Blanks	3
Total Votes Cast	3

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Party: GREEN-RAINBOW

Page 6 of 9

Office Name: COUNTY COMMISSIONER
District Name: 0231 BARNSTABLE COUNTY
Town Name: 086 EASTHAM

Candidates	Votes
No Nomination	0
All Others	0
Blanks	6
Total Votes Cast	6

Office Name: REGISTER OF DEEDS
District Name: 0245 BARNSTABLE DISTRICT
Town Name: 086 EASTHAM

Candidates	Votes
No Nomination	0
All Others	0
Blanks	3
Total Votes Cast	3

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Office Name: **SENATOR IN CONGRESS**
District Name: 0001 **STATEWIDE**
Town Name: 086 **EASTHAM**

Candidates	Votes
1 SCOTT P. BROWN	210
* ELIZABETH A. WARREN	0
All Others	1
Blanks	1
Total Votes Cast	212

Office Name: **REPRESENTATIVE IN CONGRESS**
District Name: 0010 **NINTH DISTRICT**
Town Name: 086 **EASTHAM**

Candidates	Votes
1 ADAM G. CHAPRALES	134
2 CHRISTOPHER SHELDON	70
* C. SAMUEL SUTTER	0
All Others	0
Blanks	8
Total Votes Cast	212

Party: REPUBLICAN

Page 8 of 9

Office Name: COUNCILLOR
District Name: 0012 FIRST DISTRICT
Town Name: 086 EASTHAM

Candidates	Votes
1 CHARLES CIPOLLINI	175
All Others	0
Blanks	37
Total Votes Cast	212

Office Name: SENATOR IN GENERAL COURT
District Name: 0023 CAPE & ISLANDS DISTRICT
Town Name: 086 EASTHAM

Candidates	Votes
No Nomination	0
All Others	42
Blanks	170
Total Votes Cast	212

Office Name: REPRESENTATIVE IN GENERAL COURT
District Name: 0063 FOURTH BARNSTABLE DISTRICT
Town Name: 086 EASTHAM

Candidates	Votes
No Nomination	0
All Others	30
Blanks	182
Total Votes Cast	212

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Party: REPUBLICAN

Page 9 of 9

Office Name: CLERK OF COURTS
District Name: 0231 BARNSTABLE COUNTY
Town Name: 086 EASTHAM

Candidates	Votes
1 SCOTT W. NICKERSON	179
All Others	0
Blanks	33
Total Votes Cast	212

Office Name: COUNTY COMMISSIONER
District Name: 0231 BARNSTABLE COUNTY
Town Name: 086 EASTHAM

Candidates	Votes
2 ERIC R. STEINHILBER	176
All Others	0
Blanks	248
Total Votes Cast	424

Office Name: REGISTER OF DEEDS
District Name: 0245 BARNSTABLE DISTRICT
Town Name: 086 EASTHAM

Candidates	Votes
1 JOHN F. MEADE	179
All Others	0
Blanks	33
Total Votes Cast	212

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COMMONWEALTH OF MASSACHUSETTS
WILLIAM FRANCIS GALVIN
SECRETARY OF THE COMMONWEALTH

SS: Barnstable County
To: The Constable of the Town of Eastham

Greeting:

In the name of the Commonwealth, you are hereby required to notify and warn the inhabitants of said Town who are qualified to vote in the State Election to vote at

Eastham Town Hall Precinct 1

on **TUESDAY, THE SIXTH DAY OF NOVEMBER, 2012**, from 7:00 A.M. to 8:00 P.M. for the following purpose:

To cast their votes in the State Election for the candidates for the following offices and questions:

ELECTORS OF PRESIDENT AND VICE PRESIDENT.....	FOR THIS COMMONWEALTH
SENATOR IN CONGRESS.....	FOR THIS COMMONWEALTH
REPRESENTATIVE IN CONGRESS.....	NINTH DISTRICT
COUNCILLOR.....	FIRST DISTRICT
SENATOR IN GENERAL COURT.....	CAPE & ISLANDS DISTRICT
REPRESENTATIVE IN GENERAL COURT.....	FOURTH BARNSTABLE DISTRICT
CLERK OF COURTS.....	BARNSTABLE COUNTY
REGISTER OF DEEDS.....	BARNSTABLE DISTRICT
COUNTY COMMISSIONER.....	BARNSTABLE COUNTY
BARNSTABLE ASSEMBLY DELEGATES.....	EASTHAM

QUESTION 1: LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives on or before May 1, 2012?

SUMMARY

This proposed law would prohibit any motor vehicle manufacturer, starting with model year 2015, from selling or leasing, either directly or through a dealer, a new motor vehicle without allowing the owner to have access to the same diagnostic and repair information made available to the manufacturer's dealers and in-state authorized repair facilities.

The manufacturer would have to allow the owner, or the owner's designated in-state independent repair facility (one not affiliated with a manufacturer or its authorized dealers), to obtain diagnostic and repair information electronically, on an hourly, daily, monthly, or yearly subscription basis, for no more than fair market value and on terms that do not unfairly favor dealers and authorized repair facilities.

The manufacturer would have to provide access to the information through a non-proprietary vehicle interface, using a standard applied in federal emissions-control regulations. Such information would have to include the same content, and be in the same form and accessible in the same manner, as is provided to the manufacturer's dealers and authorized repair facilities.

For vehicles manufactured from 2002 through model year 2014, the proposed law would require a manufacturer of motor vehicles sold in Massachusetts to make available for purchase, by vehicle owners and in-state independent repair facilities, the same diagnostic and repair information that the manufacturer makes available through an electronic system to its dealers and in-state authorized repair facilities. Manufacturers would have to make such information available in the same form and manner, and to the same extent, as they do for dealers and authorized repair facilities. The information would be available for purchase on an hourly, daily, monthly, or yearly subscription basis, for no more than fair market value and on terms that do not unfairly favor dealers and authorized repair facilities.

For vehicles manufactured from 2002 through model year 2014, the proposed law would also require manufacturers to make available for purchase, by vehicle owners and in-state independent repair facilities, all diagnostic repair tools, incorporating the same diagnostic, repair and wireless capabilities as those available to dealers and authorized repair facilities. Such tools would have to be made available for no more than fair market value and on terms that do not unfairly favor dealers and authorized repair facilities.

For all years covered by the proposed law, the required diagnostic and repair information would not include the information necessary to reset a vehicle immobilizer, an anti-theft device that prevents a vehicle from being started unless the correct key code is present. Such information would have to be made available to dealers, repair facilities, and owners through a separate, secure data release system.

The proposed law would not require a manufacturer to reveal a trade secret and would not interfere with any agreement made by a manufacturer, dealer, or authorized repair facility that is in force on the effective date of the proposed law. Starting January 1, 2013, the proposed law would prohibit any agreement that waives or limits a manufacturer's compliance with the proposed law.

Any violation of the proposed law would be treated as a violation of existing state consumer protection and unfair trade-practices laws.

A YES VOTE would enact the proposed law requiring motor vehicle manufacturers to allow vehicle owners and independent repair facilities in Massachusetts to have access to the same vehicle diagnostic and repair information made available to the manufacturers' Massachusetts dealers and authorized repair facilities.

A NO VOTE would make no change in existing laws.

QUESTION 2: LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives on or before May 1, 2012?

SUMMARY

This proposed law would allow a physician licensed in Massachusetts to prescribe medication, at a terminally ill patient's request, to end that patient's life. To qualify, a patient would have to be an adult resident who (1) is medically determined to be mentally capable of making and communicating health care decisions; (2) has been diagnosed by attending and consulting physicians as having an incurable, irreversible disease that will, within reasonable medical judgment, cause death within six months; and (3) voluntarily expresses a wish to die and has made an informed decision. The proposed law states that the patient would ingest the medicine in order to cause death in a humane and dignified manner.

The proposed law would require the patient, directly or through a person familiar with the patient's manner of communicating, to orally communicate to a physician on two occasions, 15 days apart, the patient's request for the

medication. At the time of the second request, the physician would have to offer the patient an opportunity to rescind the request. The patient would also have to sign a standard form, in the presence of two witnesses, one of whom is not a relative, a beneficiary of the patient's estate, or an owner, operator, or employee of a health care facility where the patient receives treatment or lives.

The proposed law would require the attending physician to: (1) determine if the patient is qualified; (2) inform the patient of his or her medical diagnosis and prognosis, the potential risks and probable result of ingesting the medication, and the feasible alternatives, including comfort care, hospice care and pain control; (3) refer the patient to a consulting physician for a diagnosis and prognosis regarding the patient's disease, and confirmation in writing that the patient is capable, acting voluntarily, and making an informed decision; (4) refer the patient for psychiatric or psychological consultation if the physician believes the patient may have a disorder causing impaired judgment; (5) recommend that the patient notify next of kin of the patient's intention; (6) recommend that the patient have another person present when the patient ingests the medicine and to not take it in a public place; (7) inform the patient that he or she may rescind the request at any time; (8) write the prescription when the requirements of the law are met, including verifying that the patient is making an informed decision; and (9) arrange for the medicine to be dispensed directly to the patient, or the patient's agent, but not by mail or courier.

The proposed law would make it punishable by imprisonment and/or fines, for anyone to (1) coerce a patient to request medication, (2) forge a request, or (3) conceal a rescission of a request. The proposed law would not authorize ending a patient's life by lethal injection, active euthanasia, or mercy killing. The death certificate would list the underlying terminal disease as the cause of death.

Participation under the proposed law would be voluntary. An unwilling health care provider could prohibit or sanction another health care provider for participating while on the premises of, or while acting as an employee of or contractor for, the unwilling provider.

The proposed law states that no person would be civilly or criminally liable or subject to professional discipline for actions that comply with the law, including actions taken in good faith that substantially comply. It also states that it should not be interpreted to lower the applicable standard of care for any health care provider.

A person's decision to make or rescind a request could not be restricted by will or contract made on or after January 1, 2013, and could not be considered in issuing, or setting the rates for, insurance policies or annuities. Also, the proposed law would require the attending physician to report each case in which life-ending medication is dispensed to the state Department of Public Health. The Department would provide public access to statistical data compiled from the reports.

The proposed law states that if any of its parts was held invalid, the other parts would stay in effect.

A YES VOTE would enact the proposed law allowing a physician licensed in Massachusetts to prescribe medication, at the request of a terminally-ill patient meeting certain conditions, to end that person's life.

A NO VOTE would make no change in existing laws.

QUESTION 3: LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives on or before May 1, 2012?

SUMMARY

This proposed law would eliminate state criminal and civil penalties for the medical use of marijuana by qualifying patients. To qualify, a patient must have been diagnosed with a debilitating medical condition, such

as cancer, glaucoma, HIV-positive status or AIDS, hepatitis C, Crohn's disease, Parkinson's disease, ALS, or multiple sclerosis. The patient would also have to obtain a written certification, from a physician with whom the patient has a bona fide physician-patient relationship, that the patient has a specific debilitating medical condition and would likely obtain a net benefit from medical use of marijuana.

The proposed law would allow patients to possess up to a 60-day supply of marijuana for their personal medical use. The state Department of Public Health (DPH) would decide what amount would be a 60-day supply. A patient could designate a personal caregiver, at least 21 years old, who could assist with the patient's medical use of marijuana but would be prohibited from consuming that marijuana. Patients and caregivers would have to register with DPH by submitting the physician's certification.

The proposed law would allow for non-profit medical marijuana treatment centers to grow, process and provide marijuana to patients or their caregivers. A treatment center would have to apply for a DPH registration by (1) paying a fee to offset DPH's administrative costs; (2) identifying its location and one additional location, if any, where marijuana would be grown; and (3) submitting operating procedures, consistent with rules to be issued by DPH, including cultivation and storage of marijuana only in enclosed, locked facilities.

A treatment center's personnel would have to register with DPH before working or volunteering at the center, be at least 21 years old, and have no felony drug convictions. In 2013, there could be no more than 35 treatment centers, with at least one but not more than five centers in each county. In later years, DPH could modify the number of centers.

The proposed law would require DPH to issue a cultivation registration to a qualifying patient whose access to a treatment center is limited by financial hardship, physical inability to access reasonable transportation, or distance. This would allow the patient or caregiver to grow only enough plants, in a closed, locked facility, for a 60-day supply of marijuana for the patient's own use.

DPH could revoke any registration for a willful violation of the proposed law. Fraudulent use of a DPH registration could be punished by up to six months in a house of correction or a fine of up to \$500, and fraudulent use of a registration for the sale, distribution, or trafficking of marijuana for non-medical use for profit could be punished by up to five years in state prison or by two and one-half years in a house of correction.

The proposed law would (1) not give immunity under federal law or obstruct federal enforcement of federal law; (2) not supersede Massachusetts laws prohibiting possession, cultivation, or sale of marijuana for nonmedical purposes; (3) not allow the operation of a motor vehicle, boat, or aircraft while under the influence of marijuana; (4) not require any health insurer or government entity to reimburse for the costs of the medical use of marijuana; (5) not require any health care professional to authorize the medical use of marijuana; (6) not require any accommodation of the medical use of marijuana in any workplace, school bus or grounds, youth center, or correctional facility; and (7) not require any accommodation of smoking marijuana in any public place.

The proposed law would take effect January 1, 2013, and states that if any of its part were declared invalid, the other parts would stay in effect.

A YES VOTE would enact the proposed law eliminating state criminal and civil penalties related to the medical use of marijuana, allowing patients meeting certain conditions to obtain marijuana produced and distributed by new state-regulated centers or, in specific hardship cases, to grow marijuana for their own use.

A NO VOTE would make no change in existing laws.

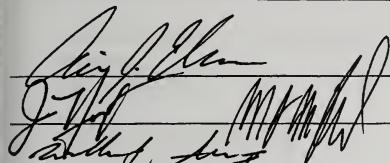
QUESTION 4

THIS QUESTION IS NOT BINDING

Shall the state senator from this district be instructed to vote in favor of a resolution calling upon Congress to propose an amendment to the U.S. constitution affirming that (1) corporations are not entitled to the constitutional rights of human beings, and (2) both Congress and the states may place limits on political contributions and political spending?

Hereof fail not and make return of this warrant with your doings thereon at the time and place of said voting.

Given under our hands this 15th day of October, 2012.


Fred D. Ellin
Constable

SELECTMEN OF THE TOWN OF EASTHAM

I have posted attested copies of this warrant at the Post Office in Eastham and North Eastham at least seven days before the date of this election.


Kent D. Dill
Constable

10/16/12
Date

A True Copy Attest



Lillian Lamperti
Town Clerk

COMMONWEALTH OF MASSACHUSETTS
STATE ELECTION
TUESDAY, NOVEMBER 6, 2012
TOWN OF EASTHAM

PRESIDENT AND VICE PRESIDENT

JOHNSON AND GRAY- LIBERTARIAN		24
OBAMA AND BIDEN - DEMOCRATIC		2188
ROMNEY AND RYAN - REPUBLICAN		1446
STEIN AND HONKALA -GREEN RAINBOW		21
Write in		11
Blanks		12
		Total 3702

SENATOR IN CONGRESS

Scott P. Brown	Republican	1676
Elizabeth Warren	Democratic	2010
Write in		2
Blanks		14
		Total 3702

REPRESENTATIVE IN CONGRESS

William Keating	Democratic	2297
Christopher Sheldon	Republican	1095
Daniel Botelho	Independent	182
Write in		2
Blanks		126
		Total 3702

COUNCILLOR

Charles Cipollini	Republican	1288
Oliver P. Cipollini, Jr.	Democrat	1941
Write in		11
Blanks		462
		Total 3702

SENATOR IN GENERAL COURT

Daniel Wolf	- Democratic	2871
Write in		23
Blanks		808 Total 3702

REPRESENTATIVE IN GENERAL COURT

Sarah Peake	-Democratic	2859
Write in		40
Blanks		803 Total 3702

CLERK OF COURTS

Scott Nickerson	-Republican	2581
Write in		35
Blanks		1086 Total 3702

REGISTER OF DEEDS

John F. Meade	-Republican	2549
Write in		30
Blanks		1123 Total 3702

County Commissioner

Mary Pat Flynn	-Democratic	1489
Sheila R. Lyons	-Democratic	2085
Eric Steinhilber	-Republican	1176
Write in		10
Blanks		2644 Total 3702

Barnstable Assembly of Delegates

Teresa Martin		2761
Write in		15
Blanks		926 Total 3702

Question #1	2869 Yes	347 No	486 Blanks
Question #2	1970 Yes	1639 No	93 Blanks
Question #3	2228 Yes	1349 No	125 Blanks
Question #4	2579 Yes	644 No	479 Blanks

The Warden announced the polls were closed at 8:00 pm and the results were posted.

A True Copy Attest: *Lillian Lamperti* Lillian Lamperti, Town Clerk

VETERANS' SERVICES

To the Honorable Board of Selectmen and the Citizens of the Town of Eastham:

The following report is of the activities of the Department of Veterans' Services for Calendar Year 2012. Our duties are categorized in two basic areas: Benefits and Services.

Commonwealth Low-income Benefits:

This program is covered and authorized under Massachusetts General Law Chapter 115. It provides financial assistance to honorably-discharged, veterans who establish need and worthiness and are residents of the Town of Eastham. During the year the Town, through our office, extended benefits to qualified veterans totaling \$8,700 for housing, food, heat, medical and other related costs. The amount expended was reimbursed to the Town by the Commonwealth at a rate of 75% of total expenditures.

Federal Benefits and Services:

We assisted veterans and their dependents in obtaining federal, state and local benefits under the broad umbrella of the Department of Veterans Affairs. These services included payments for service-connected disabilities, pensions, education, medical, burial, medals and records. During the year, this office assisted in obtaining over \$1.1 million in cash payments for compensation and pensions for Eastham veterans and their dependents.

We would like to extend our thanks to the Eastham Council on Aging for hosting an annual seminar which allows us to inform the town's veterans and widows regarding their available benefits. The next seminar is scheduled for March 22, 2013 at the Senior Center.

We would especially like to thank the Town Administrator, Treasurer and Town Accountant for their assistance and support throughout the year.

Contact Information:

Our service officers for the Town are Wil Remillard and Harry Rae. We encourage all veterans and their dependents to utilize our services. We hold office hours for the Lower Cape in the Harwich Town Hall Tuesday, Wednesday and Thursday from 9:00 AM to 4:00 PM. The phone number is 1-508-430-7510. Veterans may also contact the main office in Hyannis five days per week at 1-888-778-8701.

In Service to Veterans,

Wilfred Remillard
Veterans Service Officer
Town of Eastham

Edward F. Merigan
Director/Veterans Agent
Barnstable District

VISITOR'S TOURISM AND PROMOTION SERVICES BOARD

Summer concerts on the Windmill Green continue as the highlight of the board's activities. Every Monday night in July and August a different group entertains with a variety of musical styles. Visitors and residents alike join together on the green, some with picnics, to enjoy the festivities.

We have added lighting on the Green to enhance the evening concerts as well as the holidays.

Another set of banners is being added on Massasoit and Brackett Roads. EFTI continues to beautify our traffic islands with the help of this committee.

This year we were able to complete the memorial walkway and entrance to the gazebo. It has been a multi-year project and some landscaping will be completed in the coming year. Special thanks go to Neil Andres at the DPW, Sean Shay and Donna Knight without whom the walkway would still be a dream.

Prudence Kerry
Jorie Fleming
Bonnie Nuendel
Al Sette
Barbara Stahl

WATER MANAGEMENT COMMITTEE

In 2012 the Water Management Committee continued to pursue Eastham water management needs in accordance with the Committee's charter.

Municipal Water Supply. At annual Town meeting in May voters rejected the construction of core, water supply components (i.e. pumps, tanks and pipelines) by a margin of 289 yeas and 485 nays. The proposed construction cost an estimated \$34 million and served 1400 residences and businesses on Route 6 and major connecting roads including fire hydrants within 1000 feet of 75 % of all town existing structures. The Selectmen declined the purchase of Town of Orleans, potable water due to significant additional expense. To inform citizens, the Committee prepared and circulated two papers, one a plan overview and the other questions and answers.

Alum Treatment of Herring Pond. A Town contractor treated Herring Pond with alum in November to reduce dissolved phosphorous and thereby reduce algae and submerged plant growth, as recommended by the Action Plan for Eastham Ponds, Dec 2011. Citizens approved of the treatment at the May Town meeting and the Selectmen approved spending \$140,000 in Community Preservation Act funds. Post treatment monitoring indicates success and no untoward effects. Monitoring will continue in 2013.

Comprehensive Pond Water Quality Plan. In August the Selectmen requested the Committee prepare a comprehensive freshwater pond protection plan. The plan will identify large and small actions (both physical and managerial) to be taken by the Town and land owners to limit movement of nutrients and other pollutants from the land into the ponds. The Selectmen approved version 0.4 of the draft plan in November.

Pond Water Sampling. Citizen volunteers collected more than 100 water samples from 12 freshwater ponds for analysis of nitrogen and phosphorous content. Collection occurred in the April to August period under the Pond and Lake Stewards (PALS) program coordinated by the Cape Cod Commission. Collection also occurred in Salt Pond and Town Cove as an extension of the Pleasant Bay Alliance monitoring program.

Storm Water Runoff Review. The Committee studied 22 sites where storm runoff flows into surface water from public roads and intends to provide the Selectmen with a prioritized list for reconstruction. Four sites involving Route 6 are the State's responsibility. The DPW eliminated an Ellis Road site by contour change and paving with permeable asphalt, and has completed design for reconstruction at Herringbrook Road-Bridge Pond.

Other Water-Related Support. The Committee monitors the following actions:

- In May MassDEP released the draft, Nauset Harbor MEP report, a document presenting field sampling and analysis results that is the basis for setting nitrogen loading regulatory thresholds. The report proposes 100 % nitrate removal for Salt Pond and 75% removal for Town Cove. A similar report released in 2007 proposes 79 % removal for Rock Harbor estuary.

- The inter-municipal agreement by which Brewster, Eastham, and Orleans fund operation of the Tri-town wastewater septage plant expires in 2015. A decision by May 2013 by town officials as to future plant operations allows sufficient time to either close or renovate the plant for continued use according to the Tri-town Board. Closing and demolishing the plant frees the site for possible construction of a wastewater treatment plant under the Orleans Comprehensive Wastewater Management Plan.
- The Selectmen recommend Eastham join Orleans in a proposed, Orleans village centralized, wastewater treatment service, and the Orleans CWMP approved by the CCC includes Eastham capacity. Orleans officials appear moving closer to decision on a concept for the village.
- In July the Eastham and Orleans Selectmen asked the Cape Cod Water Protection Collaborative, a County agency, to prepare a regulatory modification proposal for Rock Harbor boat based on a use attainability analysis.
- In September 2010 the Conservation Law Foundation and Buzzards Bay Coalition sued the USEPA for non-enforcement of the US Clean Water Act. A concern is the suit, which remains unsettled, may lead to limited treatment options on the Cape.
- The Town abandoned plans to expand salt marsh flooding at Dyer Prence Road culvert due to concern for salt water intrusion on drinking water at nearby residences.

Respectfully submitted

Charles Harris, Chair

ZONING BOARD OF APPEALS

The Zoning Board of Appeals' meetings were regularly held on the second Thursday of the month at 5 PM.

The ZBA considered five cases during 2012. Four of the cases were applications for Special Permits and one was for a substantial modification to a 40B Comprehensive Permit. For the Special Permits, one was withdrawn, one was continued, one approved, and one denied. The 40B Comprehensive Plan modification was approved.

One of the cases was considered at a joint meeting of the ZBA and the Planning Board in 2012. Such joint hearings are held when possible when a petitioner seeks both residential site plan review and a special permit. The ZBA portion of this case was continued into 2013.

Personnel: Robert Finlay and Stephen Wasby both resigned from the Board and were not replaced during the calendar year 2012. Steve had been chair for a number of years and served the Board well in creating a level of excellence that will be difficult to maintain.

At the Board's organizational meeting in November, the following officers were elected: Robert Sheldon as Chairman, George Reinhart as Vice-Chairman, and John Zazzaro as Clerk. The other ZBA Members are Richard Dill and Edward Schneiderhan. At year-end we have no Alternates.

The ZBA had the assistance of Planning Consultants Patrice Carson and Jeff Thibodeau.

Respectfully submitted,

Robert J. Sheldon, Chairman,
Zoning Board of Appeals, Town of Eastham

TOWN ACCOUNTANT

TOWN OF EASTHAM

Combined Balance Sheet-All Fund Types And Account Group

June 30, 2012

	Governmental Fund Types		Fiduciary Fund Types		Account Group		Totals
	<u>General</u>	<u>Special Revenue</u>	<u>Capital Projects</u>	<u>Trust & Agency</u>	<u>General Long Term Obligation</u>	<u>{Memorandum Only}</u>	
Assets							
Cash	4,355,630.97	5,723,689.78	594,114.32	1,527,814.13			12,201,249.20
Petty Cash							495.00
Investments							
Property Taxes Receivable:							
Real Estate	361,638.55						361,638.55
Personal Property	3,321.38						3,321.38
Land Bank/CPC	9,426.27						9,426.27
Reserved for Abatements/Exemptions	(54,448.00)						(54,448.00)
Other Accounts Receivable:	13,558.05						13,558.05
Motor Vehicle Excise Tax	89,111.87						89,111.87
Other Excise	4,433.59						4,433.59
Tax Liens	110,650.43			1,188.07			111,838.50
Accounts Receivable				120,646.00			120,646.00
Special Assessments				180,372.89			180,372.89
Departmental (Ambulance)				87,109.26			87,109.26
Intergovernmental							-
Deferred Taxes							
Tax Foreclosures							
							54,888.44
Amounts To Be Provided For Retirement Of Long Term Obligations							12,981,657.40
Total Assets	4,948,706.55	6,113,006.00	594,114.32	1,605,968.03	12,981,657.40	26,243,452.30	

	Governmental Fund Types	Fiduciary Fund Types	Account Group	Totals
	General	Special Revenue	Capital Projects	General Long Term Obligation {Memorandum Only}
Liabilities and Fund Equity:				
Warrants payable	207,691.91			207,691.91
Net Payroll Payable	250,443.88			250,443.88
Payroll Withholdings	118,133.84			118,133.84
Firearms Payable	-			
Other Liabilities	44.97			44.97
Deferred Revenue Real Estate	310,511.93			310,511.93
Deferred Revenue Other	282,068.65	389,316.22	78,153.90	749,538.77
Landfill Closure and Postclosure Care Costs				
Accrued Sick/Vacation Liability			302,866.41	302,866.41
Leases Payable			226,372.52	226,372.52
Notes Payable-Current		3,150,000.00		3,150,000.00
Bonds Payable			7,952,418.47	7,952,418.47
Authorized & Unissued			4,500,000.00	4,500,000.00
Total Liabilities	1,168,895.18	389,316.22	3,150,000.00	78,153.90
			12,987,657.40	17,768,022.70

	Governmental Fund Types		Fiduciary Fund Types		Account Group		<u>Totals</u>
	<u>General</u>	<u>Special Revenue</u>	<u>Capital Projects</u>	<u>Trust & Agency</u>	<u>General Long Term Obligation</u>	<u>(Memorandum Only)</u>	
Fund Equity:							
Fund Balances:							
Reserved:							
Reserved for Encumbrances	310,803.49						310,803.49
Reserved for Special Articles	1,122,178.71						1,482,511.43
Reserved for Overlay Surplus	75,000.00						75,000.00
Reserved for Expenditures	475,300.00						475,300.00
Reserved for Expend-Open Space							380,507.46
Reserved for Expend-Housing							64,684.00
Reserved for Expend-Historical							154,596.68
Reserved for Petty Cash							
Reserved for Over/Under Assessments							
Unreserved:							
Unreserved Appropriation Deficits	1,796,529.17						
Undesignated		4,763,568.92		(2,555,885.68)		1,527,814.13	-
							5,532,026.54
Total Fund Equity	3,779,811.37	5,723,689.78	(2,555,885.68)	1,527,814.13	-	8,475,429.60	
Total Liabilities and Fund Equity	4,948,706.55	6,113,006.00	594,114.32	1,605,968.03	12,981,657.40	26,243,452.30	

Net Funded Fixed Debt
FY 2012

	BALANCE 7/1/2011	RETIRED	ADDITIONS	BALANCE 6/30/2012
Inside Debt Limit				
FIRE STATION	\$ 750,000.00	\$ 150,000.00		\$ 600,000.00
ROACH PROPERTY	\$ 75,000.00	\$ 75,000.00		\$ -
PURCELL PROPERTY	\$ 375,000.00	\$ 35,000.00		\$ 340,000.00
ASCHETTINO PROPERTY	\$ 540,000.00	\$ 50,000.00		\$ 490,000.00
TITLE V MWPAT	\$ 395,558.05	\$ 66,539.58		\$ 329,018.47
TITLE V MWPAT	\$ 253,800.00	\$ 20,400.00		\$ 233,400.00
TRANSFER STATION	\$ 360,000.00	\$ 120,000.00		\$ 240,000.00
ELEMENTARY SCHOOL	\$ 6,130,000.00	\$ 410,000.00		\$ 5,720,000.00
TOTAL BONDS AUTHORIZED	\$ 8,879,358.05	\$ 926,939.58		\$ 7,952,418.47
TOTAL LONG TERM DEBT	\$ 8,879,358.05	\$ 1,593,879.16		\$ 7,952,418.47

Revenue June 30, 2012

	General	Community Preservation	Municipal Water Supply	Nonmajor Governmental Funds	Total Revenue
REVENUES					
REAL ESTATE AND PERSONAL PROPERTY TAXES	17,036,138				17,036,138
MOTOR VEHICLE AND OTHER EXCISE TAXES	677,462				677,462
HOTEL/MOTEL TAXES	258,448				258,448
TAX LIENS	44,428				44,428
IN LIEU OF TAXES	13,134				13,134
COMMUNITY PRESERVATION SURCHARGES	-	506,127			506,127
CHARGES FOR SERVICES	1,073,900	172,184			460,602
INTERGOVERNMENTAL PENALTIES AND INTEREST ON TAXES	104,535				1,967,918
LICENSES, PERMITS AND FEES	476,315				104,535
FINES AND FORFEITURES	64,958				476,315
DEPARTMENTAL CONTRIBUTIONS	1,677,071				64,958
INVESTMENT INCOME	11,320	6,520			2,038,843
TOTAL REVENUES	21,437,709	684,831		-	1,636,463
					23,759,003

TOWN OF EASTHAM
SUMMARY OF APPROPRIATIONS & EXPENDITURES

June 30, 2012

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMNTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
MODERATOR SALARY	150.00		150.00	150.00	0.00
TOTAL MODERATOR	150.00		0.00	150.00	0.00
SELECTMEN					
SELECTMEN (ELECTED) SALARY	7,500.00		7,500.00		3,000.00
ADMINISTRATION SALARY	269,785.00	75,400.00	345,185.00	314,330.20	30,854.80
ADMINISTRATION EXPENSE	15,275.00		15,275.00	13,340.39	1,934.61
ADMINISTRATION ENCUMBERED		4,000.00	4,000.00	3,652.95	347.05
TOTAL SPECIAL ARTICLES FOR FY2012	872,041.00	20,000.00	892,041.00	273,724.47	618,316.53
CONTINUING APPROPRIATIONS		761,643.28	761,643.28	219,445.35	542,197.93
LEGAL SERVICES EXPENSE	65,000.00	10,000.00	75,000.00	74,977.36	22.64
TOWN REPORT	8,050.00		8,050.00	7,411.60	638.40
TOTAL SELECTMEN	1,237,651.00	871,043.28	2,108,694.28	911,382.32	1,197,311.96
FINANCE COMMITTEE					
RESERVE FUND	65,000.00	-23,576.53		41,423.47	41,423.47
TOTAL FINANCE COMMITTEE	65,000.00	-23,576.53		41,423.47	41,423.47

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJUSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
<u>ACCOUNTANT</u>					
SALARY	115,974.00	3,500.00	119,474.00	109,490.08	9,983.92
EXPENSE	29,310.00		29,310.00	29,160.00	150.00
TOTAL ACCOUNTANT	145,284.00	3,500.00	148,784.00	138,650.08	10,133.92
<u>ASSESSORS</u>					
SALARY	185,594.00		185,594.00	172,293.17	13,300.83
EXPENSE	25,865.00		25,865.00	19,221.24	6,643.76
TOTAL ASSESSORS	211,459.00	0.00	211,459.00	191,514.41	19,944.59
<u>TREASURER/COLLECTOR</u>					
TREASURER (ELECTED) SALARY			76,680.00	76,680.00	0.00
SALARY	76,680.00		109,377.00	94,813.61	14,563.39
EXPENSE	109,377.00		7,877.00	5,926.62	1,950.38
CERTIFICATION OF NOTES			200.00	0.00	200.00
TAX TITLE/FORECLOSURE			3,000.00	8,000.00	6,349.13
BANK CHARGES			2,100.00	2,100.00	1,503.46
TOTAL TREAS/COLLECTOR	201,234.00	3,000.00	204,234.00	185,272.82	18,961.18
<u>DATA PROCESSING</u>					
SALARY	90,854.00	3,100.00	93,954.00	93,712.57	241.43
EXPENSE	107,931.00	4,034.10	111,965.10	110,458.09	1,507.01
TOTAL DATA PROCESSING	198,785.00	7,134.10	205,919.10	204,170.66	1,748.44

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMNTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
CENTRAL PURCHASING					
EXPENSE	56,214.00		56,214.00	49,868.11	6,345.89
ENCUMBERED		200.00	200.00	200.00	0.00
TOTAL CENTRAL PURCHASING	56,214.00	200.00	56,414.00	50,068.11	6,345.89
TOWN CLERK					
SALARY-ELECTED	64,075.00		64,075.00	64,075.00	0.00
SALARY	85,617.00	2,300.00	87,917.00	86,999.58	917.42
EXPENSE	8,175.00		8,175.00	4,843.85	3,331.15
ENCUMBERED		2,669.00	2,669.00	2,669.00	0.00
TOTAL TOWN CLERK	157,867.00	4,969.00	162,836.00	158,587.43	4,248.57
NATURAL RESOURCES					
SALARY	267,553.00	7,250.00	274,803.00	224,342.05	50,460.95
EXPENSE	28,686.00		28,686.00	27,955.27	730.73
CAPITAL	11,455.00		11,455.00	11,454.11	0.89
TOTAL NATURAL RESOURCES	307,694.00	7,250.00	314,944.00	263,751.43	51,192.57
PLANNING					
SALARY	58,890.00	1,350.00	60,240.00	26,520.35	33,719.65
EXPENSE	1,915.00		1,915.00	389.71	1,525.29
ENCUMBERED		25.00	25.00	0.00	25.00
TOTAL PLANNING	60,805.00	1,375.00	62,180.00	26,910.06	35,269.94

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJUSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
PUBLIC BUILDINGS/GROUNDS					
SALARY	136,918.00	4,600.00	141,518.00	141,517.96	0.04
EXPENSE	82,551.00		82,551.00	78,845.07	3,705.93
CAPITAL	9,527.00		9,527.00	9,526.31	0.69
BULK FUEL	177,000.00		177,000.00	163,697.37	13,302.63
TOTAL BUILDINGS/GROUNDS	405,996.00	4,600.00	410,596.00	393,586.71	17,009.29
ENGINEERING & CONSULTING					
WAGES	1,000.00		1,000.00		1,000.00
EXPENSE	3,000.00		3,000.00		2,400.00
ENCUMBERED		800.00	800.00	750.00	50.00
TOTAL ENGINEERING & CONSULTING	4,000.00	800.00	4,800.00	1,350.00	3,450.00
POLICE					
SALARY	1,258,045.00	45,000.00	1,303,045.00	1,276,016.22	27,028.78
EXPENSE	159,347.00		159,347.00	153,190.21	6,156.79
CAPITAL	9,564.00		9,564.00	9,563.51	0.49
DISPATCHER SALARY	285,970.00	12,000.00	297,970.00	287,682.93	10,287.07
DISPATCHER EXPENSE	2,700.00		2,700.00	996.66	1,703.34
TOTAL POLICE	1,715,626.00	57,000.00	1,772,626.00	1,727,449.53	45,176.47
FIRE					
SALARY	1,546,749.00	37,000.00	1,583,749.00	1,582,289.64	1,459.36
EXPENSE	121,875.00		121,875.00	121,766.90	108.10
CAPITAL	131,830.00	11,076.53	142,906.53	142,905.55	0.98
TOTAL FIRE	1,800,454.00	48,076.53	1,848,530.53	1,846,962.09	1,568.44

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMNTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
BUILDING INSPECTOR					
SALARY	118,285.00	6,700.00	124,985.00	124,632.64	352.36
EXPENSE	4,810.00		4,810.00	4,630.63	179.37
GAS/PLUMBING INSPECTOR SALARY	30,392.00	1,000.00	31,392.00	31,000.00	392.00
WIRING INSPECTOR SALARY	39,520.00		39,520.00	38,600.00	920.00
TOTAL BUILDING INSPECTOR	193,007.00	7,700.00	200,707.00	198,863.27	1,843.73
CIVIL DEFENSE					
EXPENSE	100.00		100.00		100.00
TOTAL CIVIL DEFENSE	100.00		100.00		100.00
TREE WARDEN					
EXPENSE	420.00		420.00	330.00	90.00
TOTAL TREE WARDEN	420.00		420.00	330.00	90.00
HARBORS & LANDINGS					
SALARY	6,720.00		6,720.00	4,263.00	2,457.00
TOTAL HARBORS & LANDINGS	6,720.00		6,720.00	4,263.00	2,457.00

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJUSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
<u>EDUCATION</u>					
ELEMENTARY SCHOOL EXPENSE	3,423,435.00	-74,000.00	3,349,435.00	3,046,519.03	302,915.97
ELEMENTARY SCHOOL ENCUMBERED		375,804.23	375,804.23	372,359.89	3,444.34
ARTICLES CARRIED FORWARD		4,428.27	4,428.27	0.00	4,428.27
NAUSET OPERATING ASSESSMENTS	3,523,509.00		3,523,509.00	3,523,509.00	0.00
CAPE COD REGIONAL TECHNICAL HS	197,801.00		197,801.00	197,801.00	0.00
TOTAL EDUCATION	7,144,745.00	306,232.50	7,450,977.50	7,140,188.92	310,788.58
<u>DPW</u>					
SALARY	449,410.00	15,180.00	464,590.00	454,153.87	10,436.13
EXPENSE	111,074.00		111,074.00	104,390.05	6,683.95
CAPITAL	114,061.00		114,061.00	114,059.68	1.32
TOTAL DPW	674,545.00	15,180.00	689,725.00	672,603.60	17,121.40
<u>SNOW AND ICE</u>					
SALARY	31,328.00	-15,000.00	16,328.00	8,454.04	7,873.96
EXPENSE	16,500.00	15,000.00	31,500.00	31,484.00	16.00
TOTAL SNOW AND ICE	47,828.00	0.00	47,828.00	39,938.04	7,889.96
<u>STREETLIGHTING</u>					
EXPENSE	7,600.00		7,600.00	6,615.80	984.20
TOTAL STREETLIGHTING	7,600.00	0.00	7,600.00	6,615.80	984.20

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMNTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
COLLECTION/DISPOSAL					
SALARY	158,135.00	158,135.00	153,623.50	153,623.50	4,511.50
EXPENSE	301,833.00	301,833.00	239,339.80	239,339.80	62,493.20
CAPITAL	15,707.00	15,707.00	15,706.00	15,706.00	1.00
ENCUMBERED		7,259.00	7,259.00	7,259.00	0.00
TOTAL COLLECTION/DISPOSAL	475,675.00	7,259.00	482,934.00	415,928.30	67,005.70
VETERANS					
GRAVE OFFICER	75.00		75.00	75.00	0.00
ASSESSMENT	17,885.00		17,885.00	17,884.33	0.67
BENEFITS	9,000.00		9,000.00	7,741.46	1,258.54
TOTAL VETERANS	26,960.00		26,960.00	25,700.79	1,259.21
HEALTH					
SALARY	165,034.00	1,000.00	166,034.00	163,073.34	2,960.66
EXPENSE	18,841.00		18,841.00	17,306.97	1,534.03
NURSE	4,000.00		4,000.00	3,002.96	997.04
ENCUMBERED		6,568.96	6,568.96	4,179.41	2,389.55
INSPECTION OF ANIMALS		250.00	250.00	250.00	0.00
TOTAL HEALTH	188,125.00	7,568.96	195,693.96	187,812.68	7,881.28
COUNCIL ON AGING/ADULT DAY CARE					
SALARY	269,353.00	7,000.00	276,353.00	257,730.53	18,622.47
EXPENSE	31,835.00		31,835.00	27,281.21	4,553.79
TOTAL COUNCIL ON AGING	301,188.00	7,000.00	308,188.00	285,011.74	23,176.26

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJUSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
HUMAN SERVICES EXPENSE	60,000.00		60,000.00	60,000.00	0.00
TOTAL HUMAN SERVICES	60,000.00		60,000.00	60,000.00	0.00
 <u>LIBRARY</u>					
SALARY	207,520.00		207,520.00	195,601.06	11,918.94
EXPENSE	75,061.00		75,061.00	72,576.21	2,484.79
TOTAL LIBRARY	282,581.00	0.00	282,581.00	268,177.27	14,403.73
 <u>BEACH</u>					
SALARY	241,047.00	17,750.00	258,797.00	254,050.06	4,746.94
EXPENSE	64,969.00		64,969.00	64,728.36	240.64
ENCUMBERED		1,784.40	1,784.40	1,784.40	0.00
TOTAL BEACH	306,016.00	19,534.40	325,550.40	320,562.82	4,987.58
 <u>PRINCIPAL AND INTEREST</u>					
FIRE STATION BLDG PRINCIPAL	150,000.00		150,000.00		0.00
LANDFILL CAPPING PRINCIPAL	66,540.00		66,540.00	66,539.58	0.42
ROACH PROPERTY PRINCIPAL	75,000.00		75,000.00	75,000.00	0.00
TRANSFER STATION PRINCIPAL	120,000.00		120,000.00	120,000.00	0.00
SEPTIC BETTERMENT LOAN PRINCIPAL	20,401.00		20,401.00	20,400.00	1.00
PURCELL LAND PRINCIPAL	35,000.00		35,000.00	35,000.00	0.00
INTEREST ON LONG TERM DEBT	341,059.00		341,059.00	341,058.83	0.17
INTEREST EXPENSE	10,000.00		10,000.00	10,000.00	0.00
EASTHAM ELEMENTARY	410,000.00		410,000.00	410,000.00	0.00
TOTAL DEBT	1,228,000.00		1,228,000.00	1,227,998.41	1.59

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMNTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
ASSESSMENTS					
COUNTY	211,606.00		211,606.00	211,606.00	0.00
STATE	241,559.00		241,559.00	235,553.00	6,006.00
TOTAL COUNTY/STATE ASSESSMENTS	453,165.00		453,165.00	447,159.00	6,006.00
BENEFITS AND INSURANCE					
EXPENSE	13,500.00		13,500.00	11,666.25	1,833.75
ENCUMBERED		808.50	808.50		808.50
RETIREMENT ASSESSMENT	1,062,493.00		1,062,493.00	1,062,493.00	0.00
UNEMPLOYMENT	10,000.00		10,000.00	8,880.47	1,119.53
HEALTH INSURANCE- TOWN SHARE	1,861,176.00		1,861,176.00	1,787,632.41	73,543.59
MEDICARE-TOWN SHARE	113,400.00		113,400.00	115,752.18	-2,352.18
TOWN INSURANCE PREMIUMS	325,600.00		325,600.00	284,520.28	41,079.72
ENCUMBERED		25,458.93	25,458.93	2,645.00	22,813.93
TOTAL BENEFITS AND INSURANCE	3,386,169.00		26,267.43	3,412,436.43	3,273,589.59
TOTAL BUDGET	21,351,063.00		1,382,113.67	22,733,176.67	20,674,548.88
					138,846.84
					2,058,627.79

TOWN OF EASTHAM**SUMMARY OF APPROPRIATIONS & EXPENDITURES**

December 31, 2012

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJUSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
MODERATOR SALARY	150.00		150.00	0.00	150.00
TOTAL MODERATOR	150.00	0.00	150.00	0.00	150.00
SELECTMEN					
SELECTMEN (ELECTED) SALARY	7,500.00		7,500.00	2,250.00	5,250.00
ADMINISTRATION SALARY	371,958.00		371,958.00	166,074.18	205,883.82
ADMINISTRATION EXPENSE	16,100.00		16,100.00	9,096.64	7,003.36
ENCUMBERED					
TOTAL ARTICLES FOR FY2013	1,920.11		1,920.11	1,920.11	1,920.11
CONTINUING APPROPRIATIONS					
LEGAL SERVICES EXPENSE	719,722.00	1,124,750.44	719,722.00	164,940.06	554,781.94
TOWN REPORT	65,000.00		65,000.00	160,858.02	963,892.42
	8,050.00		8,050.00	36,821.44	28,178.56
					8,050.00
TOTAL SELECTMEN	1,188,330.00	1,126,670.55	2,315,000.55	540,040.34	1,774,960.21
FINANCE COMMITTEE RESERVE FUND	65,000.00	-14,280.00	50,720.00		50,720.00
TOTAL FINANCE COMMITTEE	65,000.00	-14,280.00	50,720.00	0.00	50,720.00

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJUSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
ACCOUNTANT					
SALARY	122,306.00		122,306.00	53,125.60	69,180.40
EXPENSE	29,320.00		29,320.00	29,090.00	230.00
TOTAL ACCOUNTANT	151,626.00	0.00	151,626.00	82,215.60	69,410.40
ASSESSORS					
SALARY	200,045.00		200,045.00	85,374.32	114,670.68
EXPENSE	25,865.00		25,865.00	23,408.00	2,457.00
TOTAL ASSESSORS	225,910.00	0.00	225,910.00	108,782.32	117,127.68
TREASURER/COLLECTOR					
TREASURER (ELECTED) SALARY	78,980.00		78,980.00	39,489.97	39,490.03
SALARY	99,727.00		99,727.00	45,642.67	54,084.33
EXPENSE	7,915.00		7,915.00	2,757.52	5,157.48
TAX TITLE/FORECLOSURE	7,000.00		7,000.00		7,000.00
BANK CHARGES	2,100.00		2,100.00	1,015.13	1,084.87
TOTAL TREAS/COLLECTOR	195,722.00	0.00	195,722.00	88,905.29	106,816.71
DATA PROCESSING					
SALARY	139,225.00		139,225.00	59,403.74	79,821.26
EXPENSE	119,772.00		119,772.00	55,619.30	64,152.70
TOTAL DATA PROCESSING	258,997.00	0.00	258,997.00	115,023.04	143,973.96

DESCRIPTION	ORIGINAL APPROPRIATION	ADJUSTMTS	TRANSFERS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
CENTRAL PURCHASING EXPENSE ENCUMBERED	57,855.00	3,000.00	57,855.00	57,855.00	18,027.77 2,500.00	39,827.23 500.00
TOTAL CENTRAL PURCHASING	57,855.00	3,000.00	60,855.00	60,855.00	20,527.77	40,327.23
 TOWN CLERK						
SALARY-ELECTED	65,997.00		65,997.00	32,998.55		32,998.45
SALARY EXPENSE	91,323.00		91,323.00	42,139.02		49,183.98
ENCUMBERED	9,700.00		9,700.00	3,132.60		6,567.40
				900.00	0.00	900.00
TOTAL TOWN CLERK	167,020.00	900.00	167,920.00	78,270.17	78,270.17	89,649.83
 NATURAL RESOURCES						
SALARY EXPENSE	243,703.00		243,703.00	112,390.26		131,312.74
CAPITAL	29,144.00		29,144.00	7,446.21		21,697.79
	11,455.00		11,455.00	11,454.11		0.89
TOTAL NATURAL RESOURCES	284,302.00	0.00	284,302.00	131,290.58	131,290.58	153,011.42
 PLANNING						
SALARY EXPENSE	72,077.00		72,077.00	31,350.25		40,726.75
	1,800.00		1,800.00	189.42		1,610.58
TOTAL PLANNING	73,877.00	0.00	73,877.00	31,539.67	31,539.67	42,337.33

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJUSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
PUBLIC BUILDINGS/GROUNDS					
SALARY	147,147.00	1,640.00	148,787.00	62,020.32	86,766.68
EXPENSE	88,806.00	5,640.00	94,446.00	41,443.71	53,002.29
BULK FUEL	177,000.00		177,000.00	63,613.85	113,386.15
TOTAL BUILDINGS/GROUNDS	412,953.00	7,280.00	420,233.00	167,077.88	253,155.12
ENGINEERING & CONSULTING					
WAGES	1,000.00		1,000.00	0.00	1,000.00
EXPENSE	3,000.00		3,000.00	0.00	3,000.00
TOTAL ENGINEERING & CONSULTING	4,000.00	0.00	4,000.00	0.00	4,000.00
POLICE					
SALARY	1,384,604.00	55,000.00	1,439,604.00	674,870.90	764,733.10
EXPENSE	161,648.00		161,648.00	53,960.53	107,687.47
CAPITAL	9,564.00		9,564.00	0.00	9,564.00
ENCUMBERED		148.75	148.75	0.00	148.75
DISPATCHER SALARY	296,593.00		296,593.00	133,865.03	162,727.97
DISPATCHER EXPENSE	2,700.00		2,700.00	412.91	2,287.09
TOTAL POLICE	1,855,109.00	55,148.75	1,910,257.75	863,109.37	1,047,148.38
FIRE					
SALARY	1,480,723.00		1,480,723.00	749,312.46	731,410.54
EXPENSE	135,841.00		135,841.00	62,638.88	73,202.12
CAPITAL	142,907.00			142,905.55	1.45
TOTAL FIRE	1,759,471.00	0.00	1,759,471.00	954,856.89	804,614.11

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJUSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
BUILDING INSPECTOR					
SALARY EXPENSE	202,032.00 3,049.00		202,032.00 3,049.00	95,699.85 897.21	106,332.15 2,151.79
TOTAL BUILDING INSPECTOR	205,081.00	0.00	205,081.00	96,597.06	108,483.94
CIVIL DEFENSE EXPENSE	100.00		100.00	100.00	100.00
TOTAL CIVIL DEFENSE	100.00	0.00	100.00	0.00	100.00
TREE WARDEN EXPENSE	420.00	0.00	420.00	0.00	420.00
TOTAL TREE WARDEN	420.00	0.00	420.00	0.00	420.00
EDUCATION					
ELEMENTARY SCHOOL EXPENSE	3,420,351.00		3,420,351.00	1,195,727.26	2,224,623.74
ELEMENTARY SCHOOL ENCUMBERED ARTICLES CARRIED FORWARD		298,146.28 4,428.27	298,146.28 4,428.27	295,009.29	3,136.99 4,428.27
NAUSET OPERATING ASSESSMENTS APE COD REGIONAL TECHNICAL HS	3,744,220.00 282,806.00		3,744,220.00 282,806.00	1,872,110.00 169,684.00	1,872,110.00 113,122.00
TOTAL EDUCATION	7,447,377.00		302,574.55	7,749,951.55	3,532,530.55
					4,217,421.00

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJUSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
DPW					
SALARY	487,446.00		487,446.00	210,769.31	276,676.69
EXPENSE	118,138.00		118,138.00	23,890.30	94,247.70
CAPITAL	55,544.00		55,544.00	55,543.52	0.48
TOTAL DPW	661,128.00	0.00	661,128.00	290,203.13	370,924.87
 SNOW AND ICE					
SALARY	32,160.00		32,160.00		32,160.00
EXPENSE	16,500.00		16,500.00		16,343.37
TOTAL SNOW AND ICE	48,660.00	0.00	48,660.00	156.63	48,503.37
 STREETLIGHTING					
EXPENSE	7,600.00			7,600.00	2,467.64
TOTAL STREETLIGHTING	7,600.00	0.00	7,600.00	2,467.64	5,132.36
 COLLECTION/DISPOSAL					
SALARY	161,633.00		161,633.00		78,867.84
EXPENSE	302,833.00		302,833.00		112,711.16
CAPITAL	15,707.00		15,707.00		11,771.00
ENCUMBERED	6,496.00		6,496.00		3,055.87
TOTAL COLLECTION/DISPOSAL	480,173.00	6,496.00	486,669.00	206,405.87	280,263.13

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJUSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
VETERANS					
GRAVE OFFICER	75.00		75.00		75.00
ASSESSMENT	18,550.00		18,550.00	18,549.01	0.99
BENEFITS	9,000.00		9,000.00	4,952.79	4,047.21
TOTAL VETERANS	27,625.00	0.00	27,625.00	23,501.80	4,123.20
HEALTH					
SALARY	171,464.00		171,464.00	78,227.65	93,236.35
EXPENSE	18,541.00		18,541.00	5,548.07	12,992.93
NURSE	4,000.00		4,000.00	85.00	3,915.00
ENCUMBERED					
INSPECTION OF ANIMALS					
TOTAL HEALTH	194,255.00	192.35	194,447.35	84,137.27	110,310.08
COUNCIL ON AGING					
SALARY	231,542.00		231,542.00	125,814.64	105,727.36
EXPENSE	32,004.00		32,004.00	11,300.96	20,703.04
TOTAL COUNCIL ON AGING	263,546.00	0.00	263,546.00	137,115.60	126,430.40
HUMAN SERVICES					
EXPENSE	61,500.00		61,500.00	15,500.00	46,000.00
TOTAL HUMAN SERVICES	61,500.00	0.00	61,500.00	15,500.00	46,000.00

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJUSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
<u>LIBRARY</u>					
SALARY	217,314.00		217,314.00	99,812.83	117,501.17
EXPENSE	78,355.00		78,355.00	31,700.56	46,654.44
TOTAL LIBRARY	295,669.00	0.00	295,669.00	131,513.39	164,155.61
<u>BEACH</u>					
SALARY	259,028.00		259,028.00	163,179.21	95,848.79
EXPENSE	63,643.00		63,643.00	38,665.34	24,977.66
CAPITAL	8,223.00		8,223.00	8,222.99	0.01
TOTAL BEACH	330,894.00	0.00	330,894.00	210,067.54	120,826.46
<u>PRINCIPAL AND INTEREST</u>					
FIRE STATION BLDG PRINCIPAL	150,000.00		150,000.00	150,000.00	0.00
LANDFILL CAPPING PRINCIPAL	70,923.00		70,923.00	70,922.73	0.27
TRANSFER STATION PRINCIPAL	120,000.00		120,000.00	120,000.00	0.00
SEPTIC BETTERMENT LOAN PRINCIPAL	20,401.00		20,401.00	20,400.00	1.00
ASCHETTINO/PURCELL LAND PRINCIPAL	35,000.00		35,000.00		35,000.00
ELEMENTARY SCHOOL	410,000.00		410,000.00	410,000.00	0.00
INTEREST ON LONG TERM DEBT	330,086.00		330,086.00	158,517.50	171,568.50
INTEREST EXPENSE	36,460.00		36,460.00	24,430.19	12,029.81
BANS MUNICIPAL WATER	125,000.00		125,000.00	125,000.00	0.00
TOTAL DEBT	1,297,870.00	0.00	1,297,870.00	1,079,270.42	218,599.58

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJUSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
ASSESSMENTS					
COUNTY	216,897.00		216,897.00	108,448.50	108,448.50
STATE	257,227.00		257,227.00	54,840.00	202,387.00
TOTAL COUNTY/STATE ASSESSMENTS	474,124.00	0.00	474,124.00	163,288.50	310,835.50
BENEFITS AND INSURANCE					
EXPENSE	13,500.00		13,500.00	3,766.68	9,733.32
RETIREMENT ASSESSMENT	1,162,194.00		1,162,194.00	1,162,193.00	1.00
UNEMPLOYMENT	10,000.00		10,000.00	4,551.60	5,448.40
HEALTH INSURANCE- TOWN SHARE	1,791,176.00		1,791,176.00	821,719.29	969,456.71
MEDICARE-TOWN SHARE	113,400.00		113,400.00	57,135.69	56,264.31
TOWN INSURANCE PREMIUMS	325,600.00		325,600.00	284,531.50	41,068.50
TOTAL BENEFITS AND INSURANCE	3,415,870.00	0.00	3,415,870.00	2,333,897.76	1,081,972.24
TOTAL BUDGET	21,912,214.00	1,487,982.20	23,400,196.20	11,488,292.08	11,911,904.12

TREASURER'S CASH

June 30, 2012

Cash & Checks in Office	\$	150
Non-Interest Bearing Checking Accounts	\$	-
Interest Bearing Checking Accounts	\$	24
Liquid Investments	\$	10,672,311
Trust Funds	\$	<u>1,528,764</u>
Total All Cash and Investments	\$	<u>12,201,249</u>

Respectfully Submitted,

Joan M. Plante
Treasurer/Collector**TRUST FUNDS**

June 30, 2012

<u>FUND NAME</u>	<u>EXPENDABLE</u>	<u>NON-EXPENDABLE</u>	<u>BALANCE 6/30/12</u>
Timothy Smith Fund	\$ 177,506.58	\$ 50,000.00	\$ 227,506.58
Olde Wind Grist Mill	\$ 5,064.38	\$ 5,500.00	\$ 10,564.38
Town Hall Fund	\$ 2,879.54	\$ 1,400.00	\$ 4,279.54
World War I Memorial Fund	\$ 1,060.32	\$ 268.38	\$ 1,328.70
Maurice Wiley Scholarship Fund	\$ 3,704.46	\$ 2,040.00	\$ 5,744.46
Mercy Mines Cemetery Fund	\$ 821.15	\$ 50.00	\$ 871.15
Frank O. Daniels Cemetery Fund	\$ 60.84	\$ 50.00	\$ 110.84
Eastham Grange Educational Aid	\$ 12,021.85	\$ -	\$ 12,021.85
Affordable Housing Trust	\$ 285,861.70	\$ -	\$ 285,861.70
Stabilization	\$ 176,857.46	\$ -	\$ 176,857.46
Library Trustees Interest Account	\$ 698,457.05	\$ -	\$ 698,457.05
Library Trustees Memorial Fund	\$ 14,468.49	\$ 47,910.31	\$ 62,378.80
Eugenia & Andrew Merrill Memorial Fund	\$ 699.20	\$ 500.00	\$ 1,199.20
Robert C. Billings Memorial Fund	\$ 6,296.63	\$ 14,000.00	\$ 20,296.63
Thomas R. Cawley Memorial Fund	\$ 461.17	\$ 1,275.00	\$ 1,736.17
Gertrude D. Nason Memorial Fund	\$ 2,617.25	\$ 2,500.00	\$ 5,117.25
Gertrude P. Zollinger Memorial Fund	\$ 994.47	\$ 1,000.00	\$ 1,994.47
Robert W. Sparrow Memorial Fund	\$ 192.44	\$ 8,162.00	\$ 8,354.44
Capt. Cyrus H. Campbell Memorial Fund	\$ 651.51	\$ 1,000.00	\$ 1,651.51
Vivian Andrist Memorial Fund	\$ 142.07	\$ 2,290.00	\$ 2,432.07

Respectfully Submitted,

Joan M. Plante
Treasurer/Collector

COLLECTOR'S REPORT
OUTSTANDING TAXES

	UNCOLLECTED TAXES 06/30/2011	COMMITMENTS	ABATEMENTS AND ADJUSTMENTS	TRANSFERS TO TAX TITLE	COLLECTIONS NET OF REFUNDS	UNCOLLECTED TAXES 6/30/2012
REAL ESTATE						
2010	\$ 46,186	\$ -	\$ -	\$ 7,909	\$ 38,277	\$ -
2011	\$ 310,124	\$ 17,051,179	\$ 139,215	\$ 31,071	\$ 229,644	\$ 49,383
2012	\$ -	\$ -	\$ -	\$ -	\$ 16,599,708	\$ 312,256
COMMUNITY PRESERVATION ACT						
2010	\$ 1,033	\$ -	\$ -	\$ 207	\$ 826	\$ -
2011	\$ 8,246	\$ 511,523	\$ 3,843	\$ 876	\$ 6,405	\$ 966
2012	\$ -	\$ -	\$ -	\$ -	\$ 499,220	\$ 8,461
PERSONAL PROPERTY						
Prior Years	\$ 428	\$ -	\$ -	\$ -	\$ -	\$ 428
2007	\$ 6	\$ -	\$ -	\$ -	\$ 6	\$ -
2008	\$ 51	\$ -	\$ -	\$ -	\$ 19	\$ 32
2009	\$ 75	\$ -	\$ -	\$ -	\$ -	\$ 23
2010	\$ 383	\$ -	\$ -	\$ 52	\$ -	\$ 57
2011	\$ 3,355	\$ -	\$ -	\$ 46	\$ 280	\$ 369
2012	\$ -	\$ 163,360	\$ 249	\$ 41	\$ 2,945	\$ 2,413
					\$ 160,698	\$ 2,413

COLLECTOR'S REPORT
OUTSTANDING TAXES

MOTOR VEHICLE & BOAT EXCISE TAX	UNCOLLECTED TAXES 06/30/2011	COMMITMENTS	ABATEMENTS AND ADJUSTMENTS	COLLECTIONS NET OF REFUNDS	UNCOLLECTED TAXES 6/30/2012
				\$	\$
1990	1,647	\$	-	-	1,647
1991	1,848	\$	-	-	1,848
1992	1,549	\$	-	-	1,549
1993	902	\$	-	-	902
1994	1,115	\$	-	-	1,115
1995	839	\$	-	-	839
1996	1,454	\$	-	-	1,454
1997	1,371	\$	-	-	1,371
1998	1,568	\$	-	-	1,530
1999	1,418	\$	-	-	1,380
2000	2,675	\$	-	-	2,637
2001	2,232	\$	-	-	2,194
2002	2,606	\$	-	-	2,530
2003	2,252	\$	-	-	2,160
2004	2,639	\$	-	-	2,483
2005	2,552	\$	-	-	2,476
2006	3,493	\$	-	-	2,737
2007	2,278	\$	-	-	1,463
2008	3,293	\$	-	-	2,671
2009	5,228	31	-	621	3,481
2010	8,333	143	-	82	3,641
2011	51,431	57,920	-	4,666	6,803
2012	626,330	11,789	-	576,352	38,189

**SALARIES/WAGES
Paid in FY 2012**

NAME	POSITION	BASE PAY	OVERTIME	LONGEVITY	OTHER	TOTAL
Selectmen						
Adams, Wallace	Selectman	\$ -				
Burt, Linda	Selectman	\$ -				
Eckman, Aimee	Selectman	\$ 1,500.00				
McDonald, Martin	Selectman	\$ 1,500.00				
Knight, John	Selectman	\$ 1,500.00				
						\$ 4,500.00
Moderator						
Schropfer, David	Moderator	\$ 150.00				
						\$ 150.00
Administration						
Anderson, Madeleine	Receptionist/Office Assistant II	\$ 30,620.52				
Balmer, Nanette	Assistant Town Administrator	\$ 31,500.00				
Shaw, Elizabeth	Administrative Secretary	\$ 49,073.91				
Speros, Lorraine	Administrative Secretary	\$ 49,785.77				
Vanderhoef, Sheila	Town Administrator	\$ 140,000.00				
						\$ 315,030.20
Assessing						
Cabral, Bruce	Data Collector	\$ 3,881.41				
Eyestone, Belinda	Data Collector	\$ 37,959.45				
Gyuris, Janet	Office Assistant II	\$ 3,232.88				
McAleen, Gail	Deputy Assessor	\$ 83,561.78				
Nicholson, Cynthia	Assistant to Deputy Assessor	\$ 43,007.65				
						\$ 172,293.17

NAME	POSITION	SALARIES/WAGES, continued BASE PAY	OVERTIME	LONGEVITY	OTHER	TOTAL
Videography Langelier, Kevin	Videographer	\$ 41,489.28				\$ 41,489.28
						\$ 41,489.28
Town Accountant Office Donahue, Noreen Rommelmeyer, Diane	Assistant Town Accountant Town Accountant	\$ 58,839.84 \$ 50,650.24				\$ 58,839.84 \$ 50,650.24
						\$ 109,490.08
Treasurer/Tax Collector Finlay, Victoria Johnson-Oliver, Sandra Plante, Joan	Payroll/Benefits Clerk Assistant Treasurer/Collector Treasurer/Collector	\$ 45,821.16 \$ 48,342.45 \$ 76,680.00	\$ 650.00			\$ 46,471.16 \$ 48,342.45 \$ 76,680.00
						\$ 171,493.61
Data Processing Slavin, Jack	MIS Director	\$ 92,775.07	\$ 600.00			\$ 93,375.07
						\$ 93,375.07
Town Clerk's Office Fischer, Susanne Lamperti, Lillian O'Shea, Mary Beth	Assistant Town Clerk Town Clerk Office Assistant II	\$ 44,487.52 \$ 64,075.00 \$ 38,275.70	\$ 600.00	\$ 572.23	\$ 300.00	\$ 45,659.75 \$ 64,375.00 \$ 38,335.20
						\$ 148,369.95
Public Buildings Cornier, Ronald Giguere, Richard Varley, Robert	Custodian II Custodian I Building Maintenance Supervisor	\$ 35,967.36 \$ 40,712.40 \$ 61,664.32	\$ 1,029.60 \$ 319.28	\$ 850.00 \$ 975.00		\$ 36,996.96 \$ 41,881.68 \$ 62,639.32
						\$ 141,517.96

SALARIES/WAGES, continued

NAME	POSITION	BASE PAY	OVERTIME	LONGEVITY	OTHER	TOTAL
Police Department						
Adams, Joshua	Patrolman	\$ 51,657.88	\$ 12,241.64		\$ 1,332.00	\$ 65,231.52
Back, Diana	Patrolman	\$ 69,738.47	\$ 7,925.57	\$ 550.00		\$ 78,214.04
Bohannon, Adam	Patrolman	\$ 62,878.44	\$ 12,488.52	\$ 700.00	\$ 492.00	\$ 76,558.96
Booth, Reid	Patrolman	\$ 52,329.61	\$ 13,188.39		\$ 2,947.00	\$ 68,465.00
Daigle, Ryan	Patrolman	\$ 30,346.84	\$ 2,226.12		\$ 328.00	\$ 32,900.96
Deschamps, Daniel	Police Sergeant	\$ 68,054.89	\$ 20,710.53	\$ 700.00	\$ 656.00	\$ 90,121.42
Dicarlo, Marco	Patrolman	\$ 30,496.49	\$ 1,590.10		\$ 1,717.50	\$ 33,804.09
Fogg, Kathleen	Assistant to the Police Chief	\$ 53,411.04	\$ 600.00			\$ 54,011.04
Gould, Steven	Patrolman	\$ 51,806.54	\$ 19,186.58		\$ 5,520.00	\$ 76,513.12
Haley, Mark	Police Sergeant	\$ 71,944.72	\$ 21,898.07	\$ 2,100.00		\$ 95,942.79
Kulhawik, Edward	Police Chief	\$ 127,064.27			\$ 4,498.86	\$ 131,563.13
Lucier, Stephen	Patrolman	\$ 14,815.71	\$ 1,253.36		\$ 3,669.50	\$ 19,738.57
Mungovan, Katherine	Patrolman	\$ 60,862.52	\$ 23,019.84		\$ 7,304.50	\$ 91,186.86
Pierpont, Jonathan	Police Sergeant	\$ 30,326.05	\$ 6,096.47	\$ 2,850.00	\$ 656.00	\$ 39,928.52
Roderick, Kenneth	Lieutenant	\$ 99,417.36		\$ 2,250.00	\$ 4,586.34	\$ 106,253.70
Savin, Brian	Police Sergeant	\$ 66,999.41	\$ 27,663.62	\$ 1,050.00	\$ 9,614.00	\$ 105,327.03
Schnitzer, Robert	Police Sergeant	\$ 81,755.36	\$ 17,087.73	\$ 700.00		\$ 99,543.09
Sylvia, Norman	Patrolman	\$ 75,064.33	\$ 10,920.86	\$ 2,100.00	\$ 8,501.00	\$ 96,586.19
						\$1,361,890.03
Police Temp/Specials						
Higgins, Scott	On-Call Police Officer	\$ 997.50			\$ 492.00	\$ 1,489.50
Mickle, Martin	On-Call Police Officer	\$ 1,152.75				\$ 1,152.75
Plante, Gregory	On-Call Police Officer	\$ 5,925.00	\$ 675.00		\$ 10,835.50	\$ 17,435.50
Webber, Derek	On-Call Police Officer	\$ 5,669.50	\$ 141.38		\$ 10,158.00	\$ 15,968.88
						\$ 36,046.63

NAME	POSITION	SALARIES/WAGES, continued BASE PAY	OVERTIME	LONGEVITY	OTHER	TOTAL	
Fire Department							
Albino, Lisa	Captain	\$ 81,542.56	\$ 21,582.26	\$ 8,139.52	\$ 111,264.34		
Burns, Steven	Captain	\$ 78,015.78	\$ 20,036.86	\$ 7,639.52	\$ 105,692.16		
Callahan, Ryan	Firefighter	\$ 16,619.01	\$ 5,427.55	\$ 1,544.88	\$ 23,591.44		
Fisher, Kurt	Firefighter	\$ 51,123.52	\$ 25,167.28	\$ 5,399.84	\$ 81,690.64		
Foley, Mark	Deputy Chief	\$ 96,695.28		\$ 6,291.32	\$ 102,986.60		
Francke, Barbara	Firefighter	\$ 58,303.05	\$ 10,902.18	\$ 4,530.05	\$ 73,735.28		
Frazier, Charles	Captain	\$ 71,894.65	\$ 21,454.17	\$ 6,274.60	\$ 99,623.42		
Hilferty, Eric	Firefighter	\$ 51,123.50	\$ 8,458.72	\$ 4,620.88	\$ 64,203.10		
Labonte, Troy	Firefighter	\$ 41,756.75	\$ 14,387.12	\$ 5,292.19	\$ 61,436.06		
McGrath, James	Firefighter	\$ 53,801.62	\$ 23,867.15	\$ 3,597.00	\$ 81,265.77		
Morse, Kyle	Firefighter	\$ 59,583.56	\$ 26,856.78	\$ 700.00	\$ 6,488.04	\$ 93,628.38	
Olson, Glen	Fire Chief	\$ 106,028.64		\$ 850.00	\$ 7,206.16	\$ 114,084.80	
Piltzecker, William	Firefighter	\$ 65,824.11	\$ 20,588.45	\$ 4,429.47	\$ 90,842.03		
Porteus, Sherri	Office Assistant III	\$ 37,106.39			\$ 37,106.39		
Smith, Jennifer	Captain	\$ 49,004.67	\$ 6,440.26	\$ 4,285.28	\$ 59,730.21		
Sprague, William	Captain	\$ 76,770.12	\$ 37,182.24	\$ 7,552.07	\$ 121,504.43		
Topal, Rachel	Firefighter	\$ 53,679.77	\$ 6,286.60	\$ 5,289.20	\$ 65,255.57		
Van Buskirk, Ryan	Firefighter	\$ 59,179.08	\$ 13,242.00	\$ 6,029.68	\$ 78,450.76		
Watson Jr., Donald A.	Firefighter	\$ 53,752.87	\$ 9,429.90	\$ 5,536.40	\$ 68,719.17		
Wiley, Maurice	Firefighter	\$ 45,050.47	\$ 12,030.99	\$ 6,014.29	\$ 63,095.75		
						\$ 1,597,906.30	
Building & Health Insp							
Adams II, Wallace	Wiring Inspector	\$ 38,000.00		\$ 300.00	\$ 38,300.00		
Barker, Susan	Assistant Health Agent	\$ 47,154.89		\$ 300.00	\$ 47,154.89		
Crowley, Jane	Health Agent	\$ 78,112.08		\$ 300.00	\$ 78,812.08		
Defelice, Frank	Building Inspector	\$ 75,997.98			\$ 76,997.98		
Gillespie-Lee, Laura	Office Assistant III	\$ 37,106.37			\$ 37,106.37		

SALARIES/WAGES, continued

NAME	POSITION	BASE PAY	OVERTIME	LONGEVITY	OTHER	TOTAL
Magill-Strakele, Madelynanne Rego, Joseph	Office Assistant III On-Call Electrical Inspector	\$ 46,734.66 \$ 600.00		\$ 1,200.00		\$ 47,934.66 \$ 600.00
Stevens, Richard	On-Call Building Inspector	\$ 425.00				\$ 425.00
Thibodeau, Jeffrey	Environmental Planner	\$ 5,161.60				\$ 5,161.60
Van Ryswood, Scott	Gas/Plumbing Inspector	\$ 31,000.00		\$ 350.00		\$ 31,350.00
						\$ 363,842.58
Natural Resources						
Beebe, Emily	Conservation Agent	\$ 5,945.92				\$ 5,945.92
Brogan, Shana	Office Assistant II	\$ 38,745.47				\$ 38,745.47
Carlow, Peter	Deputy Natural Resource Officer	\$ 50,154.60	\$ 942.00	\$ 600.00	\$ 240.00	\$ 51,936.60
Helms, Joshua	Deputy Natural Resource Officer	\$ 2,904.00	\$ 27.23			\$ 2,931.23
Hilmer, Richard	Deputy Natural Resource Officer	\$ 6,210.72				\$ 6,210.72
Hutchinson, Rachel	Deputy Natural Resource Officer	\$ 32,680.53	\$ 689.72		\$ 160.00	\$ 33,530.25
Mugford, Richard	Wharfinger	\$ 4,263.00				\$ 4,263.00
O'Connor, Michael	Senior Deputy Nat Res Officer	\$ 63,655.53	\$ 4,737.77	\$ 850.00	\$ 300.00	\$ 69,543.30
Usowski, Amy	Dep Nat Res Off/ Conserv Agent	\$ 23,872.94	\$ 646.21		\$ 60.00	\$ 24,579.15
						\$ 237,485.64
Dispatch						
Austin, Julie	Dispatch/Records Clerk	\$ 50,320.80	\$ 12,959.10	\$ 1,950.00		\$ 65,229.90
Beaulieu, Melanie	Dispatcher	\$ 48,417.60	\$ 3,326.40	\$ 600.00		\$ 52,344.00
Braun, Mark	Dispatcher	\$ 41,451.18	\$ 8,389.22		\$ 158.00	\$ 49,998.40
Cicale, Rhea	Dispatcher	\$ 48,417.60	\$ 8,056.14	\$ 650.00		\$ 57,123.74
Leidenfrost, Kerianne	Dispatcher	\$ 46,631.13	\$ 7,815.16		\$ 177.68	\$ 54,623.97
McCarthy, Eileen	Dispatcher	\$ 1,371.75				\$ 1,371.75
Schaefer, Ann	Dispatcher	\$ 13,849.26	\$ 988.13			\$ 14,837.39
						\$ 295,529.15

NAME	POSITION	SALARIES/WAGES, continued BASE PAY	OVERTIME	LONGEVITY	OTHER	TOTAL
Library						
Bryan, Cheryl	Library Director	\$ 56,697.97				\$ 56,697.97
Ford, Patricia	Librarian-Adult Services	\$ 38,384.39				\$ 39,034.39
Francis, Courtney	Summer Assistant	\$ 3,096.88				\$ 3,096.88
Gloo, Linda	Library Assistant	\$ 19,311.31				\$ 19,743.31
Harris, Adam	Summer Assistant	\$ 6,008.01				\$ 6,008.01
MacDonald, Karen	Librarian-Adult Services	\$ 10,589.32				\$ 10,589.32
McLoughlin, Frances	Librarian-Youth Services	\$ 40,345.62				\$ 40,345.62
Wells, Cornelia	Library Assistant	\$ 19,185.56				\$ 20,085.56
						\$ 195,601.06
DPW/Transfer Station						
Andres, Cornelius	Superintendent-Public Works	\$ 102,938.40				\$ 102,938.40
Becker, Charles	Laborer	\$ 9,618.75				\$ 9,956.25
Burgess, Alan	Machine Operator	\$ 48,315.63				\$ 48,843.30
Clifford, Barry	Foreman/Machine Operator	\$ 61,345.44				\$ 63,174.35
Goodrich, James	Landfill Assistant	\$ 33,029.31				\$ 33,329.31
Johnson, Darryl	Machine Operator	\$ 200.00				\$ 200.00
Lopez, Victor	Laborer	\$ 3,024.75				\$ 3,024.75
McCarthy, Kevin	Machine Operator	\$ 47,585.52				\$ 49,499.92
Mickle, Martin	Deputy Superintendent-DPW	\$ 78,905.52				\$ 87,238.25
Peters, Jeffrey	Machine Operator	\$ 55,164.96				\$ 57,679.42
Robertson, John	Snow Plow Driver	\$ 200.00				\$ 200.00
Steele, Raymond	Skilled Laborer/Gate Attendant	\$ 44,432.64				\$ 47,873.52
Stolnacke, Jonathan	Snow Plow Driver	\$ 220.00				\$ 220.00
Vaughan, Heidi	Machine Operator	\$ 55,373.76				\$ 58,463.31
Webber, David	Machine Operator	\$ 18,320.23				\$ 18,320.23
Wiesel, Gregory	Snow Plow Driver	\$ 220.00				\$ 220.00
Young, Charles	Machine Operator	\$ 22,484.08				\$ 23,645.93
						\$ 604,826.94

NAME	POSITION	SALARIES/WAGES, continued	BASE PAY	OVERTIME	LONGEVITY	OTHER	TOTAL
COA / Human Services							
Armstrong, Joann	Day Center Program Assistant	\$ 26,117.74					
Benelli, Jillian	Director-Adult Day Program	\$ 49,046.96					
Burns, Maura	Day Center Activity Director	\$ 22,502.71					
Burritt, Dorothy	Office Assistant II	\$ 22,340.42					
Carr, Marlene	Secretary	\$ 620.00					
Downs, Martha	Asst to Day Center Program Dir	\$ 3,473.01					
Dunham, Cynthia	Community Outreach	\$ 45,956.94					
Gill, Katherine	Director-Adult Day Program	\$ 14,225.53					
Hawko, Thomas	Driver	\$ 13,031.31					
Hollister, Gordon	Driver	\$ 2,637.50					
Laniviere, Ellen	Secretary	\$ 720.00					
Peters, Jamie	Driver	\$ 6,656.27					
Ramon, Richard	Day Center Program Aide	\$ 20,495.23					
Szedlak, Sandra	Director	\$ 41,691.06					
			\$ 975.00				
				\$ 271,286.53			
Beach & Recreation							
Agro, Lindsay	Playground Leader	\$ 63.00					
Bernazzani, Daniel	Head Lifeguard	\$ 4,954.01					
Bernazzani, Timothy	Gate Attendant	\$ 3,267.45					
Bombanti, Lauren	Gate Attendant	\$ 897.63					
Boughney, Andrew	Playground Leader	\$ 1,806.01					
Bowens, Daniel	Gate Attendant	\$ 3,010.02					
Burgess, Stephen	Gate Attendant	\$ 2,102.63					
Burrill, Larosey	Gate Attendant	\$ 2,795.64					
Burrows, Eli	Lifeguard/Playground Leader	\$ 2,329.82					
Catarino, Alexandra	Playground Leader	\$ 1,534.26					
Connors, Marcia	Sticker Seller	\$ 5,364.26					
Demarco, Thomas	Swim Instructor	\$ 3,895.50					

NAME	POSITION	SALARIES/WAGES, continued						TOTAL
		BASE PAY	OVERTIME	LONGEVITY	OTHER			
Derosas, Jillian	Playground Leader/Lifeguard	\$ 2,370.63						\$ 2,370.63
Deslauriers, Cynthia	Gate Attendant	\$ 175.88						\$ 175.88
Driscoll, Alana	Lifeguard	\$ 2,392.00						\$ 2,392.00
Edson, Ronald	Gate Attendant	\$ 1,300.76						\$ 1,300.76
Ericson, Melissa	Swim Instructor	\$ 3,962.38						\$ 3,962.38
Fedus, Brittany	Playground Leader	\$ 105.00						\$ 105.00
Fish, Joseph	Gate Attendant	\$ 3,216.75						\$ 3,216.75
Frodel, Colby	Playground Leader	\$ 1,513.51						\$ 1,513.51
Henke, Kathleen	Lifeguard	\$ 4,438.00						\$ 4,438.00
Hudnut, Olivia	Playground Leader	\$ 89.00						\$ 89.00
Jacovino, Robert	Gate Attendant	\$ 1,798.13						\$ 1,798.13
Johnson, Kelly	Playground Leader	\$ 1,419.00						\$ 1,419.00
Kemple, Lauren	Swim Instructor/Lifeguard	\$ 3,231.25						\$ 3,231.25
Lagasse, Annie	Gate Attendant	\$ 2,399.95						\$ 2,399.95
Leghorn, Edith	Lifeguard	\$ 3,332.00						\$ 3,332.00
Lynch, Amanda	Gate Attendant	\$ 2,097.39						\$ 2,097.39
Maclean, Stephanie	Gate Attendant	\$ 120.75						\$ 120.75
Marston, Noelle	Gate Attendant	\$ 2,326.89						\$ 2,326.89
McCarthy, Kelli	Sticker Seller	\$ 6,136.62						\$ 6,136.62
McGrath, Jacob	Playground Leader	\$ 63.00						\$ 63.00
McLellan, Scott	Playground Leader	\$ 1,617.01						\$ 1,617.01
Mead, Heidi	Gate Attendant/Recycler	\$ 5,292.77						\$ 5,292.77
Mickle, Christine	Beach/Rec Asst Administrator	\$ 55,460.16						\$ 56,060.16
Mullett, Danielle	Sticker Seller	\$ 1,486.20						\$ 1,486.20
Oviatt, Janet	Sticker Seller	\$ 1,047.38						\$ 1,047.38
Palmer, Lindsey	Gate Attendant	\$ 3,063.76						\$ 3,063.76
Parker, Michael	Asst. Beach Supervisor	\$ 6,780.90						\$ 6,780.90
Peters, Benjamin	Playground Leader	\$ 89.25						\$ 89.25
Piltzecker, Charles	Gate Attendant	\$ 3,195.45						\$ 3,195.45
Powers, Mark	Beach/Rec Administrator	\$ 73,840.00						\$ 74,990.00

SALARIES/WAGES, continued

NAME	POSITION	BASE PAY	OVERTIME	LONGEVITY	OTHER	TOTAL
Roberts, Linda	Gate Attendant	\$ 3,617.39				\$ 3,617.39
Simkins, Kyle	Gate Attendant	\$ 2,690.21				\$ 2,690.21
Smith, Bremner	Playground Leader	\$ 1,365.01				\$ 1,365.01
Sullivan, Valerie	Playground Program Director	\$ 435.01				\$ 435.01
Tinney, Michael	Gate Attendant	\$ 2,824.56				\$ 2,824.56
Verrone, Leon	Gate Attendant	\$ 1,706.75				\$ 1,706.75
Wagner, Victoria	Playground Leader/Recycler	\$ 6,710.08				\$ 6,710.08
White, Joshua	Lifeguard	\$ 4,480.00				\$ 4,480.00
						\$ 251,961.01
Olde Mill						
Owens, James	Head Miller	\$ 2,932.50				\$ 2,932.50
Boucher, Gerard	Assistant Miller	\$ 1,738.00				\$ 1,738.00
						\$ 4,670.50
Elections & Registrations						
Andujar, Lewis	Election Teller					\$ 105.00
Andujar, Maureen	Election Teller					\$ 108.50
Bohamon, Audrey	Election Teller					\$ 105.00
Brocklebank, Veronica	Election Teller					\$ 87.50
Clock, Patricia	Election Teller					\$ 31.50
Coppelman, Jean	Election Teller					\$ 59.50
Crozier, Ann	Election Teller					\$ 140.00
Derman, Gary	Election Teller					\$ 84.00
Derman, Helen	Election Teller					\$ 105.00
Dibona, Carol	Election Teller					\$ 94.50
Ericson, Marcia	Election Teller					\$ 35.00
Everett, Oliver	Election Teller					\$ 35.00
Everett, Susan	Election Teller					\$ 35.00
Gibbs, Margaret	Election Teller					\$ 56.00

SALARIES/WAGES, continued

NAME	POSITION	BASE PAY	OVERTIME	LONGEVITY	OTHER	TOTAL
Harnett, Edmond	Election Teller	\$ 35.00				\$ 35.00
Harnett, Kathryn	Election Teller	\$ 35.00				\$ 35.00
Hartung, Deborah	Election Teller	\$ 28.00				\$ 28.00
Hartung, Larry	Election Teller	\$ 28.00				\$ 28.00
Howard, Helen	Election Teller	\$ 28.00				\$ 28.00
Lariviere, Ellen	Election Teller	\$ 58.50				\$ 58.50
Lennox, John	Deputy Warden	\$ 285.00				\$ 285.00
McMakin, James	Election Teller	\$ 289.00				\$ 289.00
Morel, Anna	Election Teller	\$ 35.00				\$ 35.00
Mickle, Christine	Election Teller	\$ 115.50				\$ 115.50
Nickerson, Janice	Election Teller	\$ 91.00				\$ 91.00
Nuendel, Bonnie	Election Teller	\$ 73.50				\$ 73.50
Nuendel, Donald	Election Teller	\$ 57.75				\$ 57.75
Porteus, Sherri	Election Teller	\$ 49.00				\$ 49.00
Potter, Carol	Election Teller	\$ 56.00				\$ 56.00
Radke, Lisa	Election Teller	\$ 136.50				\$ 136.50
Sandusky, Mark	Election Teller	\$ 70.00				\$ 70.00
Schofield, Marcia	Election Teller	\$ 28.00				\$ 28.00
Scholl, Marcia	Election Teller	\$ 56.00				\$ 56.00
Shea, Shawn	Warden	\$ 370.00				\$ 370.00
Silver, Susan	Election Teller	\$ 56.00				\$ 56.00
Skiba, Dawn	Election Teller	\$ 28.00				\$ 28.00
Smith, Robert	Election Teller	\$ 124.25				\$ 124.25
Thurston, Roger	Election Teller	\$ 56.00				\$ 56.00
Van Nest, John	Election Teller	\$ 35.00				\$ 35.00
Van Nest, Linda	Election Teller	\$ 287.00				\$ 287.00
Wissell, Amy	Election Teller	\$ 59.50				\$ 59.50
					\$ 4,067.00	

EASTHAM ELEMENTARY SCHOOL SALARIES

2011-2012

EMPLOYEE	POSITION	TOTAL	LONGEVITY	INCLUDED IN TOTAL
AMES KIMBERLY	TEACHER	\$ 71,632	\$ 500	
BEALE TAMARA	CAFETERIA WORKER	\$ 11,410	\$ 400	
BRODIE KERIN	EDUCATIONAL ASSISTANT	\$ 38,484	\$ 450	\$ 1,572 O/T;\$3,981 Add'l Pay
BROWN MURIEL	TEACHER	\$ 86,755	\$ 500	
BURKE JOAN	SUBSTITUTE	\$ 3,200		
BURT LINDA	HEAD CUSTODIAN	\$ 52,699	\$ 1,050	\$ 500 Stipend
BUTCHER MARY JANE	EDUCATIONAL ASSISTANT	\$ 39,348	\$ 750	
CARLISLE JILL	TEACHER	\$ 71,632	\$ 500	
CHUDOMEL DIANE	EDUCATIONAL ASSISTANT	\$ 1,012		\$ 12 Differential
CONSIGLIO ARLINE	SECRETARY TO PRINCIPAL	\$ 55,889	\$ 1,250	\$ 7,039 Stipend
CONSIGLIO-NOKS ARLYNN	SCHOOL COMM SECRETARY	\$ 568		
CREMINS JOANNE	SUBSTITUTE	\$ 4,624		
CUSTODIE JOHN	SUBSTITUTE	\$ 1,443		
CZUJAK DEBORAH	EDUCATIONAL ASSISTANT	\$ 17,281		
DANIELS PATSY	SUBSTITUTE	\$ 6,767		
DAVIS KATHY	TEACHER	\$ 72,902	\$ 1,500	\$ 270 Stipend
DEANGELIS BARBARA	EDUCATIONAL ASSISTANT	\$ 15,456		
DEEGAN TRACY	TEACHER	\$ 75,330	\$ 500	\$ 3,697 Stipend
DIPROSPERO CAROLINE	EDUCATIONAL ASSISTANT	\$ 15,952		
DONOVAN CAROLINE	EDUCATIONAL ASSISTANT	\$ 34,346	\$ 450	\$ 1,761 Stipend
DORA JO-ANN	SUBSTITUTE	\$ 232		
DOUGLAS DIANE	CAFETERIA MANAGER	\$ 35,187	\$ 1,050	\$ 99 O/T; \$279 Stipend
DOWNER NAN	SUBSTITUTE	\$ 4,565		
DRISCOLL MOLLY	TEACHER	\$ 44,839		
ESCHER MARY	SUBSTITUTE	\$ 66,067	\$ 1,500	\$ 2,606 Stipend
ESTEY ARLENE	SUBSTITUTE	\$ 770		
FILMER-GALLAGHER HEIDI	SUBSTITUTE	\$ 245		
FINNEGAN JOANNE	PRINCIPAL	\$ 105,000		

EMPLOYEE	POSITION	TOTAL LONGEVITY	INCLUDED IN TOTAL
FITZGERALD PHOEBE	EDUCATIONAL ASSISTANT	\$ 22,610	
FLEMING JENNIFER	SUBSTITUTE	\$ 400	
FORGERON SUSAN	TEACHER	\$ 83,837	
FROMM ALICE	SUBSTITUTE	\$ 2,402	
FRYE AMY	TEACHER	\$ 83,888	
GENOIS MARY	TEACHER	\$ 65,460	\$ 100 \$ 2,500 Stipend
GIBBONS MELISSA	TEACHER	\$ 44,566	
HAMMATT MARY	SUBSTITUTE	\$ 210	
HOLLAND ALICE	EDUCATIONAL ASSISTANT	\$ 34,222	\$ 48 Stipend
HOLLANDER-ESSIG CHARLES	TEACHER	\$ 16,302	\$ 500
JACOBS CANDACE	SUBSTITUTE	\$ 420	
KASAKOFF MOLLY	SUBSTITUTE	\$ 646	
KENDER KOLEEN	EDUCATIONAL ASSISTANT	\$ 35,447	
KNOWLES KRISTIN	EDUCATIONAL ASSISTANT	\$ 21,369	
KOPITSKY KATHLEEN	SUBSTITUTE	\$ 845	
LAMB JUDITH	TEACHER	\$ 91,167	
LEAVITT GAIL	SUBSTITUTE	\$ 70	
LOPEZ CAROL	SUBSTITUTE	\$ 279	
LYON JENNIFER	TEACHER	\$ 10,009	
MANSFIELD MARYLOU	SUBSTITUTE	\$ 1,770	
MARTIN AMANDA	SUBSTITUTE	\$ 54	
MARTIN-LANGTRY DONNA	SPEECH THERAPIST	\$ 81,448	\$ 500
MCCARTHY MARY	TEACHER	\$ 83,681	\$ 1,500
MCHUGH EILEEN	EDUCATIONAL ASSISTANT	\$ 29,700	
MCLEAN ERIK	CUSTODIAN	\$ 36,504	\$ 811 O/T; \$250 Stipend
MITCHELL HOLLEY	EDUCATIONAL ASSISTANT	\$ 490	
MORRIS LOUISE	TEACHER	\$ 81,448	\$ 500
NEWTON JULIE	TEACHER	\$ 71,632	\$ 500
NIQUETTE KELLY	SUBSTITUTE	\$ 2,959	
O'CONNOR KAREN	EDUCATIONAL ASSISTANT	\$ 25,463	
	TEACHER	\$ 84,681	\$ 2,500

EMPLOYEE	POSITION	TOTAL LONGEVITY	INCLUDED IN TOTAL
OLSON COREEN	TEACHER	\$ 72,632	\$ 1,500
OULD CATHERINE	SUBSTITUTE EDUCATIONAL ASSISTANT	\$ 700	
PAINES JENNIFER	SUMMER CUSTODIAN	18,495	
PEDULA PAULINE	TEACHER	3,504	
PENO ERICA	TEACHER	80,948	
POITRAS EILEEN	TEACHER	44,524	\$ 100
PRESTON ANITA	SUBSTITUTE	100	
REICHERS KAREN	NURSE	71,510	\$ 500
RICHARD ROSANA	SUBSTITUTE	270	
ROGERS MARIE	SUBSTITUTE	5,530	
ROSS MAUREEN	SUBSTITUTE	1,460	
ROY BONNIE	CURR COORDINATOR	4,264	
SALERNO SHERRY	EDUCATIONAL ASSISTANT	973	
SANZO ANTHONY	CUSTODIAN	32,234	\$ 322 O/T; \$ 250 Stipend
SCANLAN EUGENIA	SUBSTITUTE	210	
SCHALL JANET	SUBSTITUTE	70	
SHAW TAMSYN	TEACHER	72,453	\$ 500
SMITH MICHAEL	SUBSTITUTE	162	
SOUTHER DEIDRE	EDUCATIONAL ASSISTANT	39,321	\$ 750
SPRINGER SONI	TUTOR	9,408	
STEWART MORGAN	TEACHER	40,563	
STILL ROBIN	SUBSTITUTE	1,204	
VALENTI KATHLEEN	SCHOOL PSYCHOLOGIST	97,706	
VARLEY ELISE	SECRETARY	46,755	\$ 1,000
WALDRON SHANNON	SUBSTITUTE	389	\$ 5,664 Stipend
WEBER JILL	EDUCATIONAL ASSISTANT	39,348	\$ 750
WEGNER SUSAN	SUBSTITUTE	1,000	
WHITE SARAH	SUBSTITUTE	54	
YAKOLA ERIC	TEACHER	72,632	\$ 1,500
TOTAL ELEMENTARY SCHOOL			\$ 2,706,033

NAUSET REGION EARNINGS
7/1/11-6/30/12

Employee	Position	Salary	Longevity	Other
Abbott, Elizabeth	School Psychologist	93,950.79	2,000.00	5,795.55
Ahokas, John A	Ed Assistant	29,653.00	450.00	60.00
Albright, Lori S	Teacher	82,905.00	500.00	-
Allard, Margaret E	Ed Assistant	14,610.70	-	11,845.00
Allen, Emily A	Substitute	598.00	-	598.00
Ambrose, Clifford	Custodian	36,544.23	-	2,116.80
Andac, Elizabeth P	Teacher	3,195.00	-	-
Anderson, Norma Jean	Substitute	32,344.60	-	26,900.50
Andrade, Carol A	Ed Assistant	7,769.43	-	-
Appleton, Scott	Custodian	52,393.00	500.00	6,138.88
Arnold, Keith	Coach	11,919.00	-	11,919.00
Ashwell, Patricia	Substitute	630.00	-	630.00
Avery, Joshua	Custodian	45,929.45	-	5,065.71
Avery, Sharon E	Cafeteria	6,931.34	-	83.52
Back, Renee Joy	Tutor	9,976.13	-	-
Bader, Carol A	Secretary	45,124.59	-	1,500.00
Baker, Robert	Community Education	720.00	-	-
Bakker, Donald	Teacher	16,481.00	-	-
Baldwin, Nancy P	Teacher	81,679.50	-	2,668.50
Baldwin-Dyckman, Cathy L	Substitute	512.00	-	512.00
Barron, Alexis P	Community Education	300.00	-	-
Bartolini, Nicolette N	Teacher	22,289.00	-	501.00
Bartolini-Trott, Bonnie J	Teacher	84,430.50	500.00	805.50
Baumhauer, Johannes H	Business Manager	124,886.81	900.00	-
Beale, Tamara	Cafeteria	250.00	-	-
Beavan, Allison	Teacher	80,322.00	-	1,311.00
Bell, Valerie G	Teacher	83,646.00	4,500.00	135.00
Bellarino, Caroline	Teacher	187.50	-	187.50
Bentz, Airami C	Teacher	65,093.83	-	5,029.00

Employee	Position	Salary	Longevity	Other
Berg, Kathryn J	Teacher	79,288.36	-	2,030.00
Bergstrom, Debra A	Ed Ass	16,806.56	-	15,000.00
Bertrand, Shannon	Teacher	83,888.07	-	-
Berzinis, Mary D	Speech & Language Therapist	39,837.02	750.00	100.00
Bianchi, Elizabeth A	Ed Assistant	32,708.30	-	611.00
Biathrow, Sadie	Ed Assistant	18,892.00	-	768.00
Birchall, Joanne N	Ed Assistant	41,638.98	1,000.00	-
Birchall, Ryan N	Teacher	9,737.64	-	54.64
Blackwell, Patrick E	Substitute	402.00	-	402.00
Blair, Gail L	Ed Assistant	40,834.98	1,000.00	12.00
Blascio, Katsiaryna	Teacher	58,427.32	-	90.00
Bliss, Linda M	Ed Assistant	25,162.80	450.00	17,734.40
Bohannon, Justin C	Teacher	68,090.81	-	3,966.00
Bohannon, Meredith N	Teacher	72,636.59	-	-
Bois, Michael A	Coach	3,567.00	-	3,567.00
Boland, Kathleen M	Teacher	90,096.50	500.00	5,446.00
Bollinder, Richard	Custodian	48,377.75	700.00	882.87
Borsari, JoAnn	Teacher	165.00	-	-
Boskus, Stephen W	Guidance Counselor	84,669.63	-	4,804.23
Botsford, Leslie G	Substitute	4,818.50	-	4,818.50
Bouyea, Nancy	Custodian	44,042.07	-	5,895.59
Bovino, Kathleen	Teacher	420.00	-	420.00
Boyd, Margaret	Ed Assistant	26,807.70	-	1,081.54
Brackett, Bonnie B	Teacher	85,388.00	1,500.00	-
Brady, Richard B	Substitute	560.00	-	560.00
Brinker, Diane M	Substitute	542.00	-	542.00
Brocklebank, Veronica K	Ed Assistant	32,745.80	750.00	137.50
Brodie, Kerin L	Ed Assistant	102.95	-	102.95
Brooks, Suzanne H	Ed Assistant	25.00	-	25.00
Brookshire, Edward C	Athletic Event Worker	490.00	-	315.00
Brophy, Mary J	Summer School Tchr	987.50	-	-

Employee	Position	Salary	Longevity	Other
Brown, Lisa	Teacher	79,076.36	-	1,818.00
Brown, Muriel	Teacher	45.00	-	45.00
Brunelle, Donna M	Ed Assistant	17,394.22	-	13,794.88
Brunt, Diane	Tutor	28,539.36	-	-
Bucat, James F	Ed Assistant	30,006.65	-	36.00
Bucci, Elisa M	Teacher	45.00	-	-
Burke, Joan B	Substitute	700.00	-	700.00
Butcher, Gale G	Tutor	3,456.93	-	-
Butcher, Mary Jane	Ed Assistant	125.06	-	125.06
Butts, Mary J	Teacher	84,388.00	500.00	(407.30)
Cahill, Maryanne	Ed Assistant	30,243.98	-	65.00
Callahan, Alice E	Substitute	1,365.00	-	1,365.00
Cameron, June	Summer Schl Teacher	3,110.00	-	350.00
Cameron, Katie E	Guidance Counselor	67,498.66	-	5,424.08
Cameron, Marcia	Asst Principal	108,782.07	2,100.00	2,583.00
Campbell, Diane	Teacher	16,216.00	-	16,216.00
Cancellieri, Jane M	Ed Assistant	25,305.96	-	25,305.96
Cannon, William W	Community Education	1,080.00	-	-
Caporeale, Melissa	Substitute	108.00	-	108.00
Caporello, Joy C	Ed Assistant	41,572.98	750.00	1,000.00
Caretti, Ann	Director of Student Svcs	116,808.46	2,500.00	-
Carlisle, Jill	Teacher	135.00	-	135.00
Carlson, Danielle H	Substitute	140.00	-	140.00
Carlson, Jan L	Secretary	35,674.16	1,000.00	773.00
Carosella, Jeanne C	Ed Assistant	40,620.98	750.00	48.00
Carpenter, Pamela S	Teacher	14,946.44	-	-
Carr, Deborah A	Ed Assistant	945.00	-	-
Castellano, Alan	Teacher	87,095.24	1,500.00	1,707.24
Cedeno, Anthony G	Guidance Counselor	84,744.40	-	1,476.19
Chad, Ronald E	Athletic Event Worker	375.00	-	250.00
Chapman, Anthony	Custodian	38,427.35	-	1,430.57

Employee	Position	Salary	Longevity	Other
Chapman, Eric W.	Teacher	63,816.48	-	-
Chudomel, Diane S	Ed Assist	33,472.00	-	72.00
Ciarleglio, Raymond E	Coach	3,567.00	-	3,567.00
Cinnater, Nan	Substitute	770.00	-	770.00
Claireaux, Christine	Teacher	57,280.70	-	31.57
Clark, Andrew R	Teacher	87,264.00	500.00	5,816.00
Clark, Jessica J	Coach	4,258.00	-	4,258.00
Clark, Keith E	Coach	3,089.00	-	3,089.00
Clark, Matthew P	Coach	10,095.00	-	10,095.00
Clark, Robert	Custodian	51,505.97	700.00	5,083.84
Clark, Stacey C	Teacher	60,621.00	-	-
Clemmer, Heidi	Teacher	135.00	-	135.00
Close, Andrea	Ed Assistant	39,135.48	450.00	18,111.63
Coffey, Erin M	Substitute	3,089.00	-	3,089.00
Cohen, Burton D	Community Education	270.00	-	-
Cohen, Valerie	Teacher	61,758.60	2,600.00	-
Conner, Kalyn M	Substitute	670.00	-	670.00
Conner, Kimberly J	Teacher	83,071.32	-	1,716.02
Conrad, Thomas	HS Principal	136,421.92	3,500.00	1,516.00
Consiglio, Arline	Secretary	1,690.04	-	1,690.04
Consiglio-Noks, Arlynn	Secretary	53,764.45	1,000.00	-
Convery, Brian E	Occupational Therapist	67,827.00	-	-
Cope, Claudia	Nurse	1,196.99	-	-
Costa, Elise M	Substitute	6,263.00	-	6,263.00
Couture, Nancy T	Teacher	79,511.00	500.00	-
Cowan, Robert B	Drivers Ed Instructor & Coord	23,643.00	-	23,643.00
Craven, Raymond J	Teacher	71,132.00	-	-
Cremins, Joanne	Substitute	574.00	-	574.00
Crockett, Sherry M	Secretary	37,153.96	-	473.48
Curtis, Karen	Ed Assistant	40,692.98	750.00	120.00
Czujak, Deborah	Ed Assistant	3,621.00	-	3,621.00

Employee	Position	Salary	Longevity	Other
Daigle, Suzanne E	Teacher	720.00	-	720.00
Dalton, Lynn	Teacher	378.84	-	-
Daniels, Laurie F	Speech/Language Therapist	2,805.00	-	-
Daniels, Patsy J	Substitute	1,072.00	-	1,072.00
Daniels, Susan L	Substitute	108.00	-	108.00
Davies, Paul	Teacher	84,405.00	2,000.00	-
Davis, Kathleen	Teacher	720.00	-	720.00
Davis, Robert	Custodian	2,424.93	-	-
Day, Judith A	Cafeteria	21,873.52	550.00	222.12
DeAndrade, Leonice Z	Cafeteria	22,641.58	550.00	-
Deegan, Tracey B	Teacher	772.50	-	405.00
Degnan, Emily M	Teacher	300.00	-	-
Demany, Alyse A	Coach	3,198.00	-	3,198.00
D'Errico, Thomas	Substitute	70.00	-	70.00
DeSimone, Christine	Teacher	84,130.51	-	547.50
Dever, Kelma E	Teacher/Project Coord	31,650.67	-	-
Dickinson, Elaine F	Substitute	3,125.00	-	2,765.00
Dinda, Linda	Substitute	490.00	-	490.00
DiPaolo, Beverly J	Teacher	14,873.20	-	-
DiProspero, Caroline W	Ed Assistant	710.93	-	-
Dixon, Honora M	Teacher	86,388.00	2,500.00	-
Doherty, Michaela B	Secretary	15,211.70	-	250.00
Dominic, Barbara	Social Worker	75,713.61	-	305.59
Donovan, David C	Teacher	79,511.00	500.00	-
Donovan, Kathleen M	Substitute	505.12	-	-
Dora, Jo-Ann M	Substitute	334.00	-	280.00
Douglas, Diane P	Cafeteria	3,263.02	-	250.00
Drew, Matt W	Coach	3,323.00	-	3,323.00
Driscoll, Molly	Teacher	720.00	-	720.00
Driscoll, Sadie	Coach	3,089.00	-	3,089.00
Driscoll, Thomas J	Community Education	1,440.00	-	-

Employee	Position	Salary	Longevity	Other
Dubeau, Marsha	Substitute	560.00	-	560.00
Dugan, William	Treasurer	6,410.40	-	-
Dugas, Marsha	Teacher	30.00	-	-
Dumont, Maureen	HR Coordinator	64,652.09	2,000.00	2,940.47
Durgin, Richard E	Guidance Counselor	89,813.91	3,000.00	4,990.79
Earle, Peter M	Extra-Curricular Coach	3,012.00	-	3,012.00
Eastman, Charles A	Teacher	44,602.32	-	-
Edwards, Julie L	Physical Therapist	33,731.88	-	-
Eldredge, Cynthia L	Ed Assistant	17,172.02	-	14,401.55
Elia, Louis F	Coach	4,995.00	-	4,995.00
Ellis, Patricia L	Substitute	1,470.00	-	1,470.00
Ellis, Raquel M	Substitute	505.12	-	-
Endich, Roberta S	Librarian	84,778.32	-	2,983.00
Endich, Tamara E	Substitute	335.00	-	335.00
Escher, Mary Christine	Teacher	13,651.22	-	4,420.00
Espeseth, Doreen	Substitute	2,909.40	-	2,278.00
Estey, Arlene O	Substitute	70.00	-	70.00
Evans, Henry K	Teacher	79,011.00	-	-
Evans, Kenneth M	Community Education	1,980.00	-	-
Fairis, Thomas A	Teacher	86,241.14	-	-
Farenkopf, Frances G	Substitute	88,523.00	-	-
Faucher, Roger H	Teacher	2,880.00	-	-
Felton, Barbara W	Community Education	8,969.45	-	-
Fernandes, Abigail L	Secretary	468.84	-	-
Ferri, Kathleen M	Teacher	33,096.18	-	-
Fields, Stephanie L	Ed Assistant	22,641.88	450.00	121.00
Fiero, Donna	Cafeteria	360.00	550.00	-
Fisher-Hilmer, Linda J	Community Education	23,270.47	-	-
Fitzgerald, Esther	Community Ed Director	28,144.63	550.00	-
Fitzpatrick, Julie Anne	Ed Assistant	64,975.81	-	-
Flanagan, Julie M	Teacher	-	-	752.03

Employee	Position	Salary	Longevity	Other
Fleischer, Dorothy B	Community Education	1,750.00	-	-
Foley, Sandra L	Secretary	39,756.42	-	150.00
Ford, Lillian Ashley	Teacher	64,735.29	-	-
Ford, Susan J	Ed Assistant	87.60	-	-
Forgeron, Susan C	Teacher	2,115.00	-	2,957.00
Foster, Aubrey L	Substitute	2,957.00	-	5,029.00
Fournier, Brett R	Coach	5,029.00	-	2,500.00
Fox, Cynthia Jean	Teacher	86,905.00	2,000.00	2,500.00
Frankel, Karen A	Teacher	18,178.00	-	-
Frawley, Emily R	Ed Assistant	12,880.76	-	1,431.00
Freedman, Jayne I	Community Education	360.00	-	-
Freeman, James P	Substitute	67.00	-	67.00
Fromm, Alice D	Substitute	280.00	-	280.00
Frost, Priscilla	Teacher	84,388.00	500.00	-
Frye, Amy	Teacher	105.00	-	105.00
Fusco, James	Substitute	2,870.00	-	2,870.00
Gallagher, Erin	Substitute	70.00	-	70.00
Gauley, Keith	Principal	3,150.00	-	1,500.00
Gengarelli, Laurie J	Ed Assistant	41,007.98	1,000.00	185.00
Gibbons, Melissa	Teacher	1,440.00	-	-
Gibson, Judith A	School Psychologist	34,011.11	-	455.91
Gifford, Bonny L	Assistant Superintendent	121,416.23	-	-
Gifford, John R	Substitute	15,885.50	-	12,830.50
Glaser-Gilrein, Dianne	Substitute	280.00	-	280.00
Godfried, Alan	Substitute	268.00	-	268.00
Grant, Jennifer	Ed Assistant	25,800.16	-	74.00
Granville, Robert M	Teacher	32,729.97	-	-
Green, Mary Kathleen	Ed Assistant	45,725.35	450.00	24,954.78
Grozier, Christine H.	Ed Assistant	40,882.11	750.00	25.00
Gula, Jennifer E	Teacher	83,888.00	-	-
Guttmann, Brendan J	Community Education	19,028.00	-	3,708.00

Employee	Position	Salary	Longevity	Other
Hacking-Davis, Robin L	Eddy Ed Assistant	2,538.00	-	2,538.00
Hagopian, Berj N	Teacher	85,027.00	500.00	507.00
Hamer, Judith	Teacher	85,735.00	1,500.00	1,830.00
Hammatt, Mary	Substitute	70.00	-	70.00
Hammond, Catherine L	Community Education Teacher	1,140.00	-	-
Hammond, Majen P	Teacher	85,275.62	500.00	887.62
Hanrihan, Carole C	Teacher	378.84	-	-
Hansen, Karen B	Teacher	86,060.50	500.00	1,672.50
Hart, Susan C	Substitute	1,734.00	-	1,734.00
Harvey, Katherine	Teacher	61,933.65	-	409.16
Hayman, April N	Custodian	90.69	-	-
Heleen, Bonilyn	Substitute	3,099.46	-	3,099.46
Heieme, Lindsey F	Substitute	1,241.00	-	140.00
Hendrickx, Ezra	Teacher	81,515.00	-	3,089.00
Hepinstall, Karen E	Teacher	88,656.00	500.00	5,751.00
Hibbert, Andrea C	Community Education Substitute	2,160.00	-	-
Hickey, Kathleen M	Teacher	1,440.00	500.00	3,409.00
Hicks, Brian R	Community Education Teacher	82,920.00	-	-
Higgins, Jane P	Athletic Event Worker	3,420.00	-	-
Higgins, Kenneth	Teacher	450.00	-	325.00
Hirsch, Anita T	Coach	16,132.34	-	-
Hirst, William L	Superintendent	4,293.00	-	4,293.00
Hoffmann, Richard J	Ed Assistant	165,290.51	-	4,985.69
Holcomb-Jones, Heather A	Substitute	135.00	-	135.00
Hotetz, Linda A	Tutor	12,385.78	-	-
Houghton, Stephanie E	Teacher	536.00	-	536.00
Hourihan, Maureen	Teacher	710.33	-	-
Hoyt, Karl F	Teacher	80,511.00	1,500.00	-
Hughes, Sharon Keller	Teacher	22,874.60	-	-
Hurley, Janet E	Teacher	22,842.06	-	-
Hurley, Lorraine K	Community Education	150.00	-	-

Employee	Position	Salary	Longevity	Other
Hutton, Sarah P	Teacher	66,518.10	-	4,017.00
Hyde-McGuire, Betty L	Substitute	1,101.00	-	1,101.00
Israel, Deborah A	Community Education Substitute	3,200.00	-	-
Jablon, Peter G	Social Worker Substitute	67.00	-	67.00
Jackman, Bonnie E	Social Worker	85,246.12	-	1,570.61
Jackman, Margaret	Secretary	53,976.92	1,500.00	1,630.48
Jacobs, Candace C	Substitute	630.00	-	630.00
Jenkins, Martha F	Teacher	397.50	-	210.00
Johnson, Eric	Coach	3,567.00	-	3,567.00
Johnson, Gregory H	Community Education Substitute	5,729.00	-	3,089.00
Johnson, Linda P.	Community Education Teacher	2,780.00	2,500.00	280.00
Johnson, Lorraine S	Substitute	1,522.50	-	1,462.50
Johnson, Patricia O'Leary	Ed Assistant	8,236.93	-	-
Johnston, Ross B	Teacher	85,405.00	3,000.00	-
Jones, Adrienne J	Teacher	19,419.75	-	-
Jordan, Edward J	Substitute	3,360.00	-	3,360.00
Joyce, Timothy	Substitute	5,900.80	-	1,260.00
Kaar, Alison B	Teacher	61,283.50	-	-
Kanavos, Joyce	Secretary	40,318.69	1,000.00	1,860.00
Kandall, Amy	Teacher	75,413.00	-	-
Karp, Doris M	Substitute	340.00	-	340.00
Keawy, Debra A	Teacher	58,948.32	-	203.70
Kelly, James M	Custodian	40,047.09	-	2,537.37
Kendrew, Ingrid E	Teacher	79,079.82	-	1,318.50
Kenyon, Keith Edward	Student Activities Coord	89,205.20	-	5,444.44
Keon, Diane Smith	Teacher	84,161.16	-	273.20
Kerse-McMillin, Maura C.	Teacher	80,138.10	-	1,127.10
Kersteen, Hilary F	Teacher	65,640.81	-	1,516.00
Keyes, Brian J	Coach	3,014.00	-	3,014.00
Kieffer, Johanne M	Ed Assistant	29,633.29	-	727.62
King, Selena F	Teacher	47,906.60	500.00	-

Employee	Position	Salary	Longevity	Other
Kirouac, Sean	Teacher	46,075.16	-	-
Kleina, Louise B	Summer School	2,310.00	-	-
Kmiec, Ariana L	Teacher	40,300.86	-	4,713.84
Knight, Donna	Substitute	720.00	1,500.00	140.00
Knowles, Agnes	Substitute	42,767.01	-	-
Kobold, Julie	Teacher	52,030.65	-	-
Kocabka, Kathleen G	Teacher	14,101.50	-	82.50
Koch, Michelle R	Ed Assistant	29,910.67	-	394.00
Kopitsky, Kathleen G	Substitute	207.00	1,500.00	207.00
Krenik, John	Teacher	85,388.00	-	-
Krikorian, Kathleen	Ed Assistant	30,860.16	-	219.00
Kruczynska, Regina	Community Education	420.00	-	-
Krzeminski, Glenn	Substitute	350.00	-	350.00
LaBranche, Robert A	Teacher	83,823.64	-	4,812.64
Lagasse, Erin	Teacher	465.00	-	465.00
Lagasse, Karen M	Teacher	86,925.50	500.00	5,380.00
Lajoie, Brielle R	Ed Assistant	2,670.00	-	-
Lane, Theresa L	Ed Assistant	35,030.18	450.00	150.00
Lanoie, Claire	Teacher	80,538.32	1,500.00	27.32
Lantz, Alexandra	Community Education	360.00	-	-
Lavoine, Barbara A	Director of Technology	77,535.70	-	-
Leary, Geoffrey W	Driver Education	112,886.15	4,000.00	24,075.00
Lebow, Elizabeth A	Teacher	81,090.50	-	142.50
LedDuke, Dana B	Summer Sch1 Teacher	2,850.00	-	-
Leduc, Diane J	Substitute	738.00	-	738.00
Lee, Diane	Community Education	1,440.00	-	-
Lee-Destefano, Tracy L	Teacher	69,873.00	-	-
Leighton, Ann C	Teacher	46,103.49	-	-
Lepri, Karen E	Substitute	210.00	1,500.00	210.00
Levy, Eloise R	Teacher	82,448.00	-	-
Lewis, Robert	HS Facilities Manager	74,761.37	-	7,943.24

Employee	Position	Salary	Longevity	Other
Lindahl, Paul	Teacher	80,513.80	-	1,502.80
Lonsdale, Cathryn B	Substitute	140.00	-	140.00
Lum, Sally	Teacher	55,439.00	-	1,101.00
Lupton, Laurette M	Substitute	70.00	-	70.00
Lyon, Jennifer	Teacher	2,794.00	-	-
Mabile, Sharon J	Teacher	82,495.00	-	90.00
MacDonald, Eduardo	Asst Principal	108,894.08	1,622.00	1,996.00
MacDonald, Kathryn	Secretary	52,486.39	1,000.00	7,160.00
Mack, Kristina L	Teacher	51,429.20	-	-
Mack, Martha D	PreSchool Admin.	47,149.24	-	11,320.86
Mackeil, Louis M	Community Education	1,320.00	-	-
Magher, Robert	Ed Assistant	1,282.80	-	-
Maguire, Mary Ann	Secretary	48,575.00	1,500.00	255.00
Malaguti Lanctot, Mary	Substitute	560.00	-	560.00
Malloy, C Kate	Teacher	37,467.47	-	437.12
Manley, Michael	Coach	3,198.00	-	3,198.00
Mansfield, Marylou	Substitute	670.00	-	670.00
Marcellino, Norma	Substitute	6,127.25	-	1,960.00
Marchant, Patricia M	Teacher	375.00	-	375.00
Margotta, Kathryn M	Ed Assistant	32,733.30	750.00	125.00
Marino, Cathy	Ed Assistant	19,012.97	-	14,945.00
Markovich, Paul	Asst Principal	112,504.08	3,957.00	3,271.00
Marquit, Jayne H	Ed Assistant	34,914.00	1,000.00	514.00
Martin, Amanda L	Substitute	108.00	-	108.00
Martin, Amy L	Secretary	43,949.42	1,250.00	-
Mathison, Mark W	Teacher	81,511.00	2,500.00	-
Mattison, John K	Teacher	49,940.77	-	6,207.00
Matulaitis, Susan	Ed Assistant	2,792.45	-	-
Maynard, Kenneth	Teacher	10,112.00	-	10,112.00
McCarthy, John R	Coach	3,198.00	-	3,198.00
McCarthy, Kathleen C	Teacher	547.50	-	450.00

Employee	Position	Salary	Longevity	Other
McCarthy, Tammy J	Teacher	58,505.24	-	90.00
McConchie, Ann S	Teacher	85,643.00	-	1,485.00
McConchie, Craig T	Coach	2,416.00	-	2,416.00
McCullough, Kevin M	Coach	4,293.00	-	4,293.00
McCulluy, John D	Coach	4,293.00	-	4,293.00
McCully, Kathleen F	Teacher	87,477.00	500.00	7,966.00
McGown, Jane	Teacher	80,443.32	-	1,432.32
McGrath, Lori K	Ed Assistant	6,053.88	-	-
McGuinness, Deborah T	Tutor	403.81	-	-
McHugh, Eileen	Ed Assistant	97.13	-	97.13
McKendree, Charles A	Summer School	2,760.00	-	-
McMahon, Lori A	Food Services Director	48,972.54	800.00	138.54
McNamara, Michele C	Teacher	91,534.24	3,000.00	4,646.24
McVickar, Rebecca S	Substitute	79,011.00	-	-
Metters, Cheryl E	Substitute	134.00	-	-
Michael, Patrice	Teacher	1,101.00	-	1,101.00
Milan, Neal A	Teacher	7,277.00	-	-
Miller Jr, Leo P	Teacher	76,059.00	-	90.00
Miller- Rodman, Mary Beth	Wellfleet Principal	30.00	-	-
Millette-Kelley, Marianne	Librarian	1,500.00	-	1,500.00
Minkoff, Maxine	MS Principal	127.50	-	90.00
Miville, Courtney	Teacher	122,417.65	-	2,884.50
Moll, Gloria	Community Education	56,121.34	-	27.32
Moniz, Cynthia F	Teacher	2,880.00	-	-
Montano, Dawn M	Ed Assistant	80,012.74	-	54.64
Monteiro, Brian Michael	Custodian	25,129.72	450.00	25.00
Moore, Michael G	Teacher	33,548.70	-	212.22
Morash, Kathleen S	Ed Assistant	85,388.00	1,500.00	-
Moronta, Anne T	Substitute	21,360.42	750.00	247.50
Morris, Catherine E	Ed Assistant	11,960.47	-	561.00
		41,133.98	750.00	

Employee	Position	Salary	Longevity	Other
Morse, Julia M	Substitute	670.00	-	670.00
Morton, Vanessa L	Ed Assistant	23,992.41	-	501.00
Mosesso, Angela Mary	Teacher	92,242.64	4,000.00	4,354.64
Moss, Trevor	Coach	3,009.00	-	3,009.00
Mountain, Mary Ellen	Teacher	92,279.00	2,600.00	5,671.00
Mulholland, Sean J	Teacher	77,455.00	-	3,089.00
Mullaney, John R	Coach	4,645.00	-	4,645.00
Mullin, Paul F	Teacher	2,010.00	-	2,010.00
Muniz, Nancy B	Ed Assistant	2,779.67	-	-
Murphy, Rebecca S	Ed Assistant	260.00	-	260.00
Murphy, Timothy J	Teacher	56,199.25	-	571.34
Narkon, Hannah	Ed Assistant	6,854.49	-	-
Needel, Andrew M	HS Ed Assistant	21,206.00	-	-
Needel, Anne M	Teacher	84,519.34	-	305.59
Nelson Sr, Roger E	Substitute	910.00	-	910.00
Nelson, Jr, Roger E	Ed Assistant	41,572.98	750.00	1,000.00
Newmier, Wilhelmina	Asst Dir. Community Ed	7,284.40	-	-
Newton, Julie T	Teacher	2,250.00	-	-
Newton, Theresa M	Substitute	1,120.00	-	1,120.00
Nicholson, Dawn	Ed Assistant	21,776.00	-	-
Nickerson, Linda	Nurse	68,251.13	-	-
Nidweski, Stephen L	Cafeteria	41,529.69	550.00	919.12
Nielsen, Lise Hembrough	Teacher	86,827.00	2,000.00	5,816.00
Nobili, Moira B	Coach	3,323.00	-	3,323.00
Noonan, John P	Teacher	86,296.15	-	1,485.00
Norberg, Marcia K	Community Eductation	300.00	-	-
Norton, Lisa M	Teacher	378.84	-	-
Novacon, Karen J	Teacher	81,102.82	500.00	27.32
Nowack, James M	Accounting Manager	75,186.78	3,000.00	1,915.56
Noyes, Cary A	Teacher	12,225.00	-	-
O'Brien, Mary Catherine	Ed Assistant	28,867.97	-	96.00

Employee	Position	Salary	Longevity	Other
O'Brien, Wende E	Ed Assistant	907.50	-	-
O'Connell, Cornelius	Custodian	48,164.14	700.00	1,710.02
O'Connell, Joanne T	Speech/Language Pathologist	32,692.17	-	105.00
O'Connell, Nancy	Teacher	84,688.00	1,200.00	2,912.50
O'Connor, Karen C	Teacher	1,522.50	-	1,500.00
Ogden, Virginia R	Teacher	74,003.00	1,500.00	1,371.00
Olson, Coreen M	Teacher	2,573.50	-	2,573.50
O'Neil, Dawn J	Teacher	85,087.00	-	2,412.00
Otis, David L	Substitute	70.00	-	70.00
Ould, Catherine P	Substitute	70.00	-	70.00
Pagano, Karen L	Substitute	1,662.23	-	210.00
Page, Phillip	Custodian	48,181.78	700.00	1,727.66
Paine, Jennifer E	Ed Assistant	4,101.00	-	4,101.00
Paulus, Ann K	Teacher	59,158.47	-	-
Pavlofsky, Deborah	Ed Assistant	20.00	-	-
Pavlu, Edward J	Teacher	83,941.80	-	2,416.00
Pavlu, Michele M	HS Athletic Trainer	50,874.79	-	-
Pearson, Amy S	Ed Assistant	26,794.45	450.00	50.00
Peck, Susan	Ed Assistant	28,953.67	-	48.00
Perry, Vivian M	Ed Assistant	35,013.18	450.00	133.00
Peterson, Richard F	Teacher	68,885.47	-	4,426.00
Pettengill, Jean A	Community Education	480.00	-	-
Pillsbury, Timothy	Custodian	44,822.67	-	3,958.93
Pirruccio, Susan T.	Substitute	70.00	-	70.00
Pollo, Ricardo R	Teacher	20,037.71	-	20,037.71
Pombo, Jean	Substitute	557.00	-	557.00
Pontbriand, Eloise G	Teacher	81,225.50	-	277.50
Porter, Susan G	Ed Assistant	2,072.54	-	-
Posage, Linda	Summer School	1,237.50	-	-
Potts, David G	Community Education	660.00	-	-
	Teacher	84,619.00	500.00	12,987.00

Employee	Position	Salary	Longevity	Other
Powers, Robert G	Substitute	2,332.00	-	2,332.00
Prall, Mark	Teacher	18,429.53	-	27.32
Przygocki, Anne S	Teacher	480.00	-	480.00
Pucko, Adrienne M	Teacher	9,683.67	-	-
Quigley, Julie E	Teacher	32,902.17	-	-
Quill, Joanne L	Teacher	81,641.00	4,000.00	6,334.00
Quimby, Christine E	Substitute	505.12	-	-
Raimo, Carey	Occupational Therapist	63,120.51	-	-
Razinha, Jill	Ed Assistant	10,437.45	-	-
Read, Lynn E	Ed Assistant	41,572.98	750.00	1,000.00
Reddish, Elizabeth	Tutor	220.99	-	-
Reddish, Karen A	Teacher	85,071.50	-	1,183.50
Redmond, Thomas L	Substitute	70.00	-	70.00
Reed, Mary Ellen	Nurse	1,893.60	-	1,893.60
Reeves, Jessica Jean	Teacher	58,427.32	-	90.00
Reid, Abigail	Teacher	83,448.00	2,500.00	-
Reis, Victoria L	Cafeteria	4,065.41	-	-
Reiser, Mary	Secretary	62,116.38	800.00	-
Rice, Daria W	Occupational Therapist	73,242.99	900.00	-
Richard, Paul	Head Custodian	63,711.47	-	-
Richard, Rosana V	Substitute	458.00	-	597.30
Richards, Sharon C	Teacher	56,398.44	-	458.00
Richer, Susan M	Teacher	4,213.01	-	275.00
Rivers, John	Teacher	94.71	-	-
Roberts, Amy Lynn	Teacher	83,267.31	-	-
Roberts, Cristin E	Teacher	67,889.36	-	2,672.00
Robinson, Angel Jr	Coach	2,672.00	-	234.50
Roderick, Adam Z	Substitute	234.50	-	1,260.00
Rogers, Marie A.	Substitute	1,260.00	-	109.28
Rojas, Elaine M	Teacher	69,316.59	-	-
Rosato, Kayleen E	Ed Assistant	4,051.64	-	-

Employee	Position	Salary	Longevity	Other
Rose, Chelsea D	Ed Assistant	2,820.00	-	-
Ross, Maureen K	Substitute	140.00	-	140.00
Rotti, Marjorie H	Secretary to Adult Ed Director	9,193.67	300.00	-
Rouillard, Nancy J	Cafeteria	21,521.84	550.00	-
Rubin, Carol A	Teacher	6,300.00	-	-
Rusielewicz, Carol L	Teacher	405.00	-	405.00
Ryan, Eileen G	Ed Assistant	32,608.30	750.00	-
Ryan, Justine A	Teacher	60,672.50	-	-
Ryan, Mary Anne	Teacher	135.00	-	-
Salerno, Sherry L	Ed Assistant	4,700.90	-	-
Schall, Janet W	Substitute	1,874.00	-	1,874.00
Schmidt, Margaret A	Substitute	840.00	-	840.00
Schmidt, William	Teacher	35,938.29	-	-
Schneider, Helmut	Substitute	980.00	-	980.00
Schnitzer, Dawn N	Teacher	69,720.32	-	-
Schour, Ellen J	Summer School	2,760.00	-	-
Schwebach, Suzanne M	Ed Assistant	40,809.76	750.00	-
Sears, Mariellen F	Teacher	87,933.00	5,000.00	528.00
Seidel, Marie A	Substitute	140.00	-	140.00
Seymour, Christine H	Teacher	3,135.00	-	-
Shaklikis, Mary P	Substitute	280.00	-	280.00
Sheehan, William P	Teacher	83,887.79	-	-
Shepyck, Lora E	Secretary	46,431.91	-	-
Short Jr, Leonard V	Community Education	360.00	-	-
Silva, Pamela	Secretary	48,055.73	-	583.44
Silver, Warren	Coach	3,708.00	-	3,708.00
Simms, John	Teacher	49,407.00	-	1,101.00
Simpson, Christy L	Teacher	37,602.18	-	-
Simpson, Courtney W	Teacher	63,569.00	-	-
Smith, Audrey C	Teacher	50,471.16	-	1,101.00
Smith, Dorothea A	Guidance Counselor	95,067.46	-	12,415.55

Employee	Position	Salary	Longevity	Other
Smith, Eileen A	Community Education Substitute	12,880.00	-	-
Smith, Elizabeth J	Ed Assistant	1,226.50	-	1,226.50
Smith, Gail M	Substitute	8,623.54	-	-
Smith, Jean R	Speech & Language Therapist	350.00	-	350.00
Smith, Lorraine	Teacher	84,124.84	2,000.00	-
Smith, Noelle K	Ed Assistant	39,628.81	-	39,628.81
Snow, Eleanor	Teacher	15,446.50	-	-
Snure, Shenye A	Coach	2,340.00	-	-
Somers, Joseph A	Teacher	3,198.00	-	3,198.00
Souder, Nancy K	Teacher	165.00	-	-
Sousa, Katie E	Ed Assistant	80,948.21	-	-
Souther, Deidre J	Cafeteria	1,035.00	-	-
Souza, Judith E	Secretary	22,123.52	800.00	222.12
Spampinato, Marcia W	Ed Assistant	43,045.15	-	3,909.35
Spencer, Susan J	Tutor	34,150.00	750.00	-
Springer, Soni R	Teacher	7,166.42	-	-
Stack, Mary A	Teacher	85,019.00	-	-
Stevens, Heather L	Nurse	85,605.00	-	2,614.00
Stewart, Jill A	Ed Assistant	79,511.00	500.00	6,369.00
Stewart, Susan C	Substitute	40,834.98	1,000.00	-
Still, Robin C	Ed Assistant	1,242.00	-	1,242.00
Sullivan, Linda Lee	Substitute	1,530.00	-	-
Sullivan, Valerie A	Substitute	70.00	-	70.00
Sume, Julie Chase	Substitute	754.00	-	754.00
Suonpera, Cynthia O	Substitute	476.00	-	476.00
Sutton, Joan A	Substitute	140.00	-	140.00
Sveden, Nancy F	Ed Assistant	37,547.68	450.00	-
Swenton, Gail P	Speech Therapist Summer School	2,700.00	-	230.00
Swiniarski, Stephen J	Teacher	73,757.00	1,500.00	-
Szczepanek, Lawrence W	Ed Assistant	35,670.18	450.00	825.00
Teft, Ann M	Ed Admin. Asst. to Superintendent	68,163.26	1,200.00	1,982.25

Employee	Position	Salary	Longevity	Other
Thackeray, Megan	Ed Assistant	40,728.98	750.00	156.00
Thatcher, Kimberly A	Ed Assistant	38,130.66	-	4,795.00
Thomas, Kerr C	SN Teacher	75,956.00	-	-
Thompson, Vicki	Substitute	1,804.00	-	1,734.00
Timmons, Mae A	Speech & Language Therapist	88,219.00	2,600.00	1,731.00
Tobler, Teal A	Teacher	78,430.03	-	11,305.00
Torres, Rafael R	Teacher	277.50	-	30.00
Travisano, Eliza G	Community Education	240.00	-	-
Tringale, Kathleen A	Teacher	93,441.00	1,000.00	9,553.00
Tupper, Katherine	Secretary	43,860.60	-	374.00
Tupper, Stephanie J	Teacher	39,020.18	-	-
Tuttle, Thomas E	Community Education	360.00	-	-
Valdes, Margaret	School Psychologist	60,735.72	-	4,481.87
Valenti, Kathleen H	School Psychologist	105.00	-	105.00
VanTassel, Kristen E	Ed Assistant	34,015.45	450.00	705.95
Vecchione, Brenda A	Teacher	84,828.00	500.00	656.12
Verrone, Leon W	Substitute	70.00	-	-
Viau-Nielsen, Christine M	Custodian	4,028.84	-	-
Vigliotte, Marielle	Nurse	61,657.69	-	-
Villamil, Violeta	Community Education	1,660.00	-	-
Vining, Kerri L	Teacher	71,132.00	-	-
Wagner, Deborah	Teacher	54,011.43	-	-
Waldron, Nancy	Teacher	210.00	-	-
Waldron, Shannon K	Substitute	322.00	-	-
Walker, Robin V	Teacher	103,600.95	2,500.00	210.00
Wall, Lauren J	Ed Assistant	40,797.98	750.00	5,816.00
Wallace, Colleen	Cafeteria	16,633.60	-	-
Wallace, Marjorie A.	Teacher	11,940.59	-	650.00
Wallen, Susan A	Payroll & Benefits Services Coord.	52,030.85	-	480.00
Waish, Anna K	Summer School	1,470.19	-	1,908.94
Waish, Lynn	Substitute	3,132.50	-	3,132.50

Employee	Position	Salary	Longevity	Other
Walters, Davis	Coach	4,672.00	-	4,672.00
Walther Hayes, Anne M	Substitute	134.00	-	134.00
Ward, Priscilla M	Teacher	76,956.83	-	1,549.00
Warren, Nancy J	Cafeteria	28,315.09	-	120.84
Warren, Patricia A	Teacher	71,625.32	-	1,905.00
Watkins, Jennifer W	Coach	3,921.00	-	3,921.00
Watson, Jennifer	Speech & Lang. Pathologist	44,628.62	-	720.00
Wentz, Charles R	Community Education	360.00	-	-
White, Brian M	Guidance Counselor	84,006.81	-	4,807.89
White, Gregory R	Teacher	74,366.00	-	-
Wilbers, Liesel H	Substitute	1,736.35	-	63.14
Wiley, Kerry	Ed Assistant	40,982.98	1,000.00	160.00
Wilkinson, Robert H	Teacher	15,495.36	-	14,714.00
Williams, Shelby E	Guidance Counselor	68,401.23	-	1,544.11
Wirtz, Meridith A	Guidance Counselor	69,223.29	-	4,567.02
Worth, Maurice	Substitute	2,424.00	-	2,424.00
Wright, Laura C	Teacher	4,782.90	-	-
Wright, Philip	Teacher	79,011.00	-	-
Youmans, Kylee B	Speech & Language Pathologist	1,567.50	-	-
Young, Barbara J	Secretary	14,212.41	-	1,352.42
Youngman, Lori M	Teacher	1,440.00	-	-
Zawadzkas, Jane F	Teacher	53,331.99	550.00	1,352.42
Total Nauset Region		18,174,797.51	3,700.00	-

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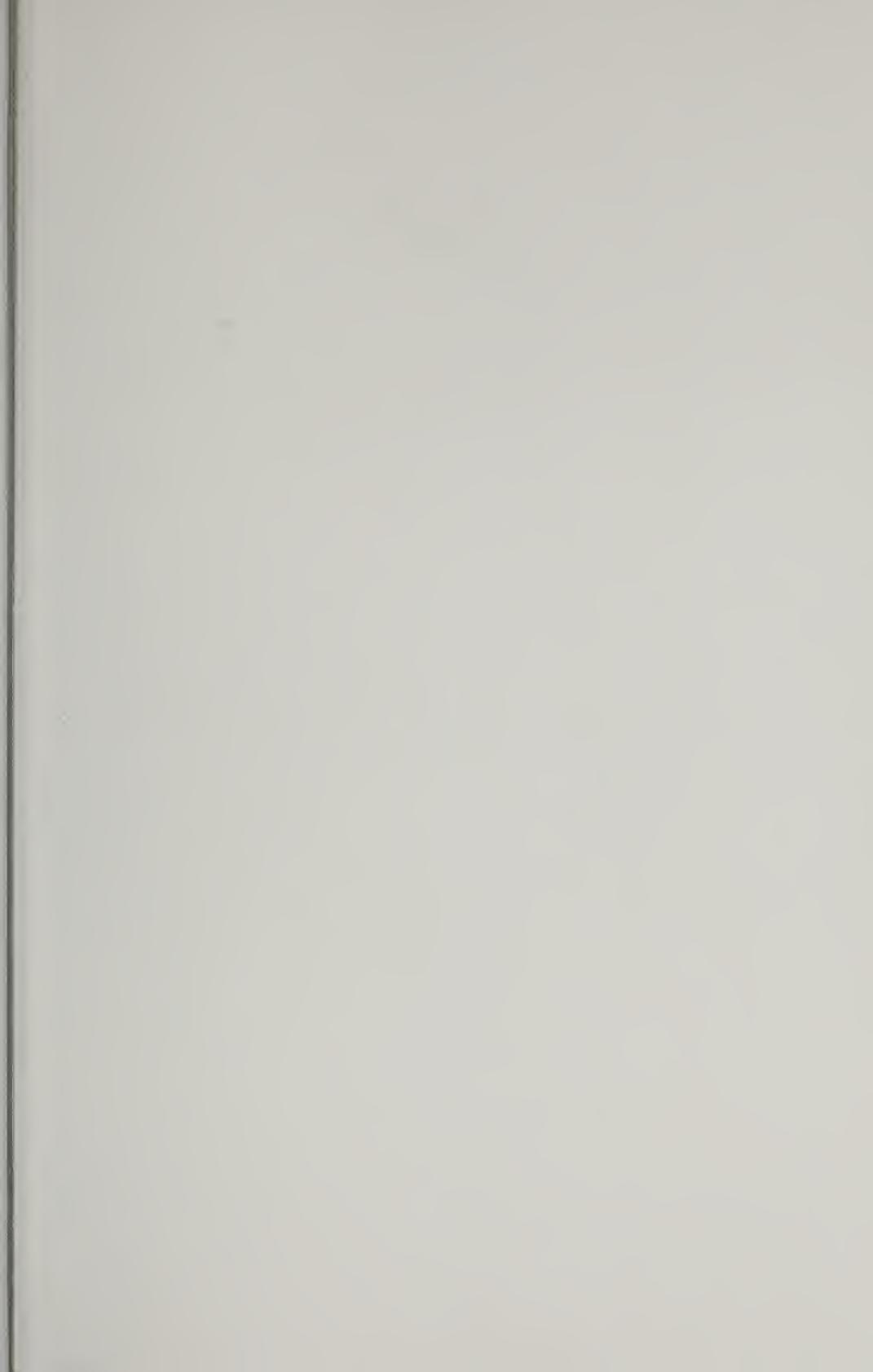
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TELEPHONE LISTING & OFFICE HOURS

POLICE – EMERGENCY – 2550 State Highway	911
Non Emergency	508-255-0551
Animal Control Officer	508-255-0551
FIRE – EMERGENCY - 2520 State Highway	911
Non Emergency	508-255-2324
TOWN HALL (for all departments) 2500 State Highway	508-240-5900
Administration	Sheila Vanderhoef, Town Administrator
Assessing	Gail McAleer, Deputy Assessor
Accounting	Diane Rommelmeyer, Town Accountant
Town Clerk/Registrar	Lillian Lamperti, Town Clerk
Treasurer/Collector	Joan Plante, Treasurer/Collector
Buildings & Maintenance	Robert Varley, Supervisor
Beach & Recreational Services	Mark Powers, Recreation and Beach Director
Health Department	Jane Crowley, Health Agent
Planning	Jeff Thibodeau, Environmental Planner
<i>Most offices of the Town are open from 8:00 a.m. to 4:00 p.m. with exceptions as noted:</i>	
Building Dept	Frank DeFelice, Inspector of Buildings Monday through Thursday 7:30 a.m. to 4:30 p.m.
Wiring	Wallace Adams, Wiring Inspector Available in Bldg. Dept. Monday, Wednesday and Friday 8:00 a.m. to 8:30 a.m.
Plumbing/Gas	Scott Van Ryswood, Plumbing and Gas Inspector Available in Bldg. Dept. Tuesday and Thursday from 7:30 a.m. to 8:30 a.m.
Deputy Tax Collector, 76 Falmouth Rd, Hyannis	508-790-3443
Council on Aging, 1405 Nauset Rd, Sandy Szedlak, Director	508-255-6164
Library, 190 Samoset Rd, Cheryl Bryan, Library Director	508-240-5950
Natural Resources/Conservation Commission, 555 Old Orchard Road	508-240-5972
Michael O'Connor, Senior Deputy Natural Resources Officer	
Public Works Dept., 555 Old Orchard Road, Neil Andres, Superintendent	508-240-5973
Transfer Station, 255 Old Orchard Road	508-240-5970
Hours of Operation are Saturday through Wednesday	7:30 a.m. to 3:30 p.m.
Schools/ Eastham Elementary School, 200 Schoolhouse Road	
Scotti Finnegan, Principal	508-255-0808
Nauset Regional High School, 100 Cable Road	
Tom Conrad, Principal	508-255-1505
Nauset Regional Schools Administration, 78 Eldredge Parkway, Orleans	
Dr. Richard Hoffmann, Superintendent	508-255-8800
Veteran's Services, 66 Falmouth Road, Hyannis	508-778-8740

BOARD OF SELECTMEN meets at the Eastham Town Hall in the Earle Mountain meeting room regularly the first and third Monday of the month at 5:00 p.m. and as posted on the Town Hall entrance bulletin board.